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ABSTRACT

This annual report shows that economically it would seem that faculty members have much about which to be happy. The academic year 2001-2002 was the fifth consecutive year in which the value of the average faculty salary rose, and the one in which academics saw the largest single-year jump in their real (inflation-adjusted) salaries since the mid-1980s. The increase in nominal, or actual salaries between 2000-2001 and 2001-2002 averaged 3.8%, as the rate of inflation at the consumer level for the period was 1.6%. This report suggests that this immediate good news is probably not the beginning of a rosier future for faculty members. The relatively large increase of 2001-2002 results from the unusual timing of inflation in the United States during the past 2 years. It is possible that consumer price inflation during 2002 will average as low as it did in 2001, but 2 considerations make it unlikely that faculty salaries will rise at last year's rate. Institutional administrators now believe that inflation will be lower than last year, and they will probably set nominal salary increases lower than last year. In the second place, most institutional budgets for 2001-2002 were set by June 2001, before the recession really hit state and local tax revenues. Budgets are being corrected after a recession, and this will have an effect on faculty salaries. The report contains information about general trends, economic trends specific to higher education, gender and racial/ethnic trends, and regional differences. (Contains 14 tables, 6 figures, and 9 endnotes.) (SLD)

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Quite Good News – For Now

The Annual Report on the Economic Status of the Profession

2001-02

2002

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Quite Good News—For Now

The Annual Report on the Economic Status of the Profession 2001-02

Economically, it would seem that faculty have much to be happy about. The academic year 2001–02 was the fifth consecutive year in which the value of the average faculty salary rose—and one in which academics saw the largest single-year jump in their real (inflation-adjusted) salaries since the mid-1980s.[1] The increase in nominal, or actual, salaries between 2000–01 and 2001–02 averaged 3.8 percent, while the rate of inflation at the consumer level between December 2000 and December 2001 was 1.6 percent, meaning that the average professor had 2.2 percent more purchasing power this year than last.

Is this the beginning of a new, rosier future for faculty members? Unfortunately, it probably is not. The relatively large increase in 2001–02 results from the unusual timing of inflation in the United States during the past two years. A rapid increase in consumer prices during the first half of 2000 meant that the inflation-adjusted increase in faculty salaries between 1999–2000 and 2000–01 was small—only 0.1 percent. During the second half of 2001, however, the level of consumer prices actually dropped slightly, so that price inflation over the whole year averaged out quite low.

It is possible that consumer price inflation during 2002 will average as low as it did in 2001, but two considerations make it unlikely that faculty salaries will rise at last year's rate of 3.8 percent. First, institutional administrators now believe that inflation will be lower than last year, and they will therefore probably set nominal salary increases lower than last year's so as not to overcompensate faculty in relation to the expected rate of inflation. Second, most institutional budgets for 2001–02 were set by June 2001, before the recession really hit state and local tax revenues. Budgets for 2002–03, however, are being set right after a recession and at a time when most states and localities have seen constant or even declining tax revenues.

General Trends

Table 1 shows salary increases by rank for the past thirty years. From 1971–72 through 1985–86, the increases are calculated over two-year periods; thereafter, they are presented annually. The percentages shown under the heading Nominal Terms reflect increases in actual average salaries; those under the heading Real Terms are adjusted according to the Consumer Price Index (CPI) to account for inflation at the consumer level. The All Faculty section of the table shows that salary increases in 2001–02 were highest among assistant professors. Given the relative tightness of academic labor markets, that makes sense. The market for assistant professors is affected most strongly by alternatives outside academe, which were relatively plentiful until recently. To meet the competition for entry-level talent without reducing quality, colleges and universities had to raise salaries. The market for junior faculty, where most of the hiring (and firing and quitting) occurs, is the bellwether of the academic labor market generally.

The Continuing Faculty section of the table reports percentage salary increases only for those faculty members who remained at the same institution over the two academic years shown. As in all the previous years for which we have data, the rate of the salary increase for continuing faculty in 2001–02 is above that for the average faculty member. In fact, in the All Ranks category, this year's 1.2 percent difference between the Continuing Faculty increase (5.0 percent) and the All Faculty increase (3.8 percent) is almost identical to the average difference (1.17 percent) over the entire thirty-year period for which the table presents data.

Why is the figure for Continuing Faculty always higher than that for All Faculty? Each year, the average campus will see older faculty members retire, younger ones hired, and the rest age by one year. The generally higher-paid older faculty

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who retire are replaced by new, younger faculty, most of whom receive lower salaries. The salary figures for All Faculty are affected by this turnover, which lowers the average salary on campus. The salary increases received by continuing faculty, both those who remain within rank and those who are promoted to a higher rank, are also included in the All Faculty figures. But the figures for Continuing Faculty include only the increases received by faculty remaining on campus; they exclude the generally lower salaries of first-year faculty.

Which figure should you use to assess the economic status of the profession? If you want to examine the well-being of the profession as a whole, the All Faculty figure is relevant: it best reflects what happens to the salary of the "typical" faculty member—the average person on the average campus. The Continuing Faculty figure is, however, relevant if you want to analyze how faculty members on your campus who are aging one year each are faring compared with the other faculty members nationally who are moving up the ranks (or at least garnering more experience within rank on their campuses).

A good way to see the difference between the All Faculty and the Continuing Faculty measures is to note that among All Faculty, no one academic rank consistently has a higher percentage increase than the others. In some years, such as the current one, assistant professors have the highest rate of increase; in other years, such as 1999–2000, full professors had it. In yet others, such as 1996–97, associate professors received it. For continuing faculty, however, the rates of increase are generally highest among assistant professors, lowest among full professors. As we move up the ranks on our campuses, our rates of salary growth tend to slow, a phenomenon that makes us no different from employees in every other occupation in the public and the private sectors of most developed economies.

Long-Term Inflation

The data in table 1 are hard to digest—forming a coherent picture of what has been happening in academe over the past thirty years from all the annual salary increases during that time is difficult. Figure 1 helps fill out the picture by showing changes in the inflation-adjusted salary of the average full-time faculty member from 1971–72 through 2001–02. The figure uses 1971–72 as the starting point (arbitrarily set at 100), and the rectangle denotes the average salary adjusted for inflation in consumer prices, as measured by the CPI.[2] The line makes clear what should by now be a well-known fact: the real pay of the average academic fell between 1971-72 and 1981-82. The substantial drop in faculty salaries was produced by an oil shock that generated a severe recession and by the end of the baby-boom bulge of college enrollments. Since 1981-82, real salaries, adjusted for inflation using the CPI, have risen nearly steadily. The rise over the past five years in particular has brought the average level of real salaries very slightly above that for 1971-72 for the first time in thirty years.

This report has always presented data showing actual salaries deflated by the CPI to obtain a measure of inflation-adjusted salaries. The CPI is only one of several measures of inflation that can be used to make this adjustment. For a variety of reasons, some abstruse, others straightforward—for example, a failure to account properly for the introduction of new products or for improvements in the quality of existing products—many of these indexes overestimate the rate of increase in average prices.[3] In fact, evidence suggests that the CPI has often overstated inflation by as much as 1 percent a year. Other measures of consumer prices also have problems, but they avoid at least some of those that were inherent in the CPI until the federal government recently revamped it.

The line in figure 1 denoted by the triangle presents the salary of the average academic adjusted for inflation using the deflator for Personal Consumption Expenditures (PCE) from the National Income and Product Accounts, the source of information on the nation's output and income produced by the U.S. Department of Commerce's Bureau of Economic Analysis. Like CPI-adjusted salaries, PCE-deflated pay fell during the 1970s. There is little doubt that the average academic was worse off by the end of the 1970s than at the start. Indeed, even when the PCE deflator is used, the real salary of the average academic did not return to its 1971–72 level until 1989–90. Like CPI-adjusted salaries, PCE-deflated salaries rose during the 1990s—but at a faster rate than real salaries calculated according to the CPI. Measurements based on the PCE deflator indicate that the average academic earns 13 percent more today than his or her counterpart earned in inflation-adjusted dollars in 1971–72.

This better measure suggests some improvement in the real earnings of academics over the past thirty years; but the

average rate of increase in earning power, even by this measure, has been paltry: only 0.4 percent a year. So the only possible conclusion—the best face one can put on the situation—is that academic salaries have improved very, very slightly over the past three decades. Moreover, these adjustments affect only the interpretation of changes in the level of faculty pay. They cannot obscure the fact that faculty salaries have fallen relative to those in other professions, a topic discussed later in this report.

Rank, Institutional Type, and Region

The data in table 1 allow us to examine changes in pay levels across academic ranks over the past three decades. One study noted a remarkable constancy in relative pay between full and assistant professors, full and associate professors, and associate and assistant professors from the mid-1960s all the way through the mid-1980s.[4] Figure 2 updates the comparison through the current academic year. The constancy in relative pay across ranks persisted through 1994–95: the pay ratio of full to assistant professors hovered around 1.62, while that of full professors to associate professors varied in a narrow range around 1.34.

Since 1994–95, salary differences in academe have departed from these historical constants. As figure 2 shows, the pay of full professors relative to both associate and assistant professors has risen, while pay differences between the two lower ranks have remained essentially unchanged. The relative pay of full professors rose to about 1.65 times that of assistant professors, and to 1.38 times that of associates. In the tight labor market of the 1990s, it was the pay of the more senior people, those who would seem less likely to leave academe, that inexplicably increased the most.

Other AAUP salary reports have noted the widening pay disadvantage among faculty at public colleges and universities compared with those at private institutions. The causes of the relative decline in public-sector pay in academe are unclear. The most likely explanation is the increased unwillingness of taxpayers, and through them legislatures, to spend more money on what was once a well-regarded task of state and local governments.[5] The evidence on this relative decline in prior AAUP reports and elsewhere is from the mid-1970s through the mid-1990s. But what has been happening since then: has the relative decline continued, or has the trend reversed?

Table 2 presents percentage increases in average salaries since 1981–82, since 1991–92, and since 1996–97. The data from 1981–82 and 1991–92 show that salaries rose more slowly in public than in private higher education during the 1980s and the 1990s.[6] During the 1990s, however, the relative decline in public-sector pay was concentrated entirely in the first half of the decade: between 1996–97 and 2001–02, pay in both sectors rose at almost identical rates. The downward trend in relative pay did not reverse, but it did cease. These results are heartening for faculty in the public sector. The question remains, however, whether public higher education has simply had a respite resulting from the flush state budgets of the late 1990s, or whether its increasing relative impoverishment has finally stopped. Experience over the next two years, with the expected tightening of state budgets, will answer that question.

Table 2 also analyzes increases in average salaries by institutional category, ranging from doctoral-level (Category I) institutions to colleges and universities without ranks (Category IV).[7] If we set aside institutions without ranks, the calculations show that pay gaps have steadily widened across institutional types. Pay at doctoral-level universities, already higher than that in other categories in 1981–82, rose more rapidly in percentage terms than salaries in the other categories in each of the periods examined in the table. The rate of increase at doctoral institutions was followed closely by that at general baccalaureate (Category IIB) institutions, while comprehensive (Category IIA) institutions, two-year colleges with ranks (Category III), and institutions without ranks saw smaller increases. The apparently anomalous result for general baccalaureate schools arises because many of them are private liberal-arts colleges that, like private institutions generally, saw relatively high pay increases through the mid-1990s.

Over these decades, different regions of the United States have experienced different economic shocks and, with them, different ups and downs in the government revenues that support public higher education as well as in the resources that support private institutions. These varying fortunes, which have affected regional increases in academic salaries, are reflected in the statistics presented in Figure 3. For each of the nine official subregions of the country—New England,

Middle Atlantic, East North Central, West North Central, East South Central, West South Central, South Atlantic, Mountain, and Pacific—the figure presents five-year percentage changes in average salaries from 1986–87 to 2001–02.

Institutions in the Pacific suffered during the economic shocks of the late 1980s and early 1990s, and the pay increases of the past five years have not restored that region's premier position. Conversely, New England saw the second-largest increase among regions in average salaries in the late 1980s and the highest increase in the past five years. Some regions do well in some periods, others fare better in other periods, but the effects of these fluctuations accumulate systematically. The result (not shown in the figure) is that the New England, Middle Atlantic, and South Atlantic regions have seen the biggest percentage increases in average salaries over the past fifteen years, while the East South Central and Pacific regions have seen the smallest increases. The Pacific region, which had the highest average salaries among the regions in 1986–87, now ranks second highest, while the East South Central region, lowest in 1986–87, has fallen still further behind.

Academia, Other Professions, and Gender

The AAUP salary survey covers academic institutions. To understand how faculty are faring compared with professionals outside academia, we need an additional source of data. Fortunately, the Current Population Survey (CPS), the same monthly survey that provides information on the nation's unemployment rate, has obtained consistent information on workers' occupations and usual earnings since 1979.[§] In the calculations for this report, I included only those individuals in the CPS who worked at least thirty-five hours a week in their occupations and who had at least a master's degree. Figure 4 shows the ratio of earnings in each of four groups of professionals outside academe—health professionals, scientists, engineers, and attorneys—relative to those of college and university teachers for 1980, 1985, 1990, and 1994–2000. Except for the early 1990s, when scientists' average earnings equaled those of faculty, the earnings of all the other groups have consistently exceeded those of faculty. Also noteworthy is the generally rising relative pay in the four other occupations compared with that in academe over the past two or three years. There is little doubt that college and university faculty lost ground to other professionals beginning in the late 1990s. Compared with our relative rewards in the mid-1990s and even 1980, we are today less well rewarded than many other comparably educated professionals.

Within this relative poverty, have academic institutions at least made progress compared with employers of other professionals in how they pay their female members and in the numbers of women they hire? The same CPS data allow us to answer this question. Because the samples are fairly small, I combined the years 1979 and 1980, 1984 and 1985, and so on through 1999 and 2000. Figure 5 shows the ratio of male to female faculty earnings in academe and in the same four professions that were compared with academe in figure 4. The picture is one of no huge differences in male-female pay among the professions. Neither does the figure indicate any obvious trend in gender pay differences, either in academe or in most of the other professions. In only one profession—engineering, where women are scarcest among the five professions examined—is there any clear trend toward declining male-female pay differences. Progress in enhancing female pay relative to that of males has been as lacking in our profession as in most others.

Figure 6 looks at whether women are becoming more visible in academe compared with other professions. Over the past twenty years, the share of women among college and university teachers, shown in the figure by the rectangle, has risen from 25 to 37 percent. This is a substantial and welcome increase. At the same time, however, the presence of women among all professional and technical workers, shown by the circle in the figure, has also increased greatly. Thus the differences between the growing percentages of women in academe and among all professions have been slight.

Fringe Benefits

Between 1960–61 and the mid-1980s, the share of fringe benefits in academic compensation roughly tripled, paralleling a national explosion in compensation spending for retirement, health insurance, and social security.[2] After a brief pause, fringe benefits as a share of academic pay rose again through the early 1990s, as the first two columns of table 3 show. Since the early 1990s, however, there has been essentially no change in the share of faculty compensation accounted for by fringe benefits. While spending on medical insurance has risen slightly as a percentage of salary, spending on

retirement plans has fallen slightly.

Economists have attributed the national rise in fringe benefits between the 1950s and the early 1990s to a combination of several factors: the tax treatment of the benefits at a time of rising tax rates, economies of scale in administering benefit plans, and higher real incomes that made workers want more of their potential income in the form of benefits rather than earnings. Tax rates have not fallen in the past decade, it is still easy to administer benefit plans for large groups, and table 1 and figure 1 show that real earnings in academe have risen. Yet for some unknown reason, these forces are no longer combining in a way that continues to raise the share of fringe benefits in faculty compensation.

Acknowledgment

Having produced this report from 1992 through 1996, I was asked to resume the assignment for this academic year. The AAUP's director of research, Ernst Benjamin, who had overseen the salary survey for many years, had recently retired, and the Association was in the process of searching for a new research director. In the interim, neither this temporary assignment nor the survey itself could have been completed successfully without the hard work and dedication of the AAUP's research associate, Galina Lewis, who supervised the collection and input of data and produced the survey report tables and appendices. Ernst Benjamin, who now serves as senior consultant to the Association, ensured that I received the survey report tables with the alacrity that allowed me to generate the report to meet *Academe*'s publication deadlines, and he also suggested one of the topics on which this report concentrates.

I also wish to thank the members of the Association's Committee on the Economic Status of the Profession, several of whom offered comments on a preliminary draft of this report that altered my interpretations of the findings. The committee members are Linda A. Bell (Economics), Haverford College; Robert C. Comeau (English), Union County College; Anne Harrison (Business), Columbia University; George Lang (Mathematics and Computer Science), Fairfield University; Steven London (Political Science), Brooklyn College, City University of New York; James May (Communication Science and Technology), California State University–Monterey Bay; and Craig Swan (Economics), University of Minnesota, *consultant*.

DANIEL S. HAMERMESH
Centennial Professor of Economics
University of Texas at Austin,
And Chair Committee on the Economic Status of the Profession

Notes

1. Most of the information in this report is based on the AAUP survey of higher education institutions in the United States. In 2001–02, 1,433 institutions (representing 1,700 campuses) are represented in the survey. Data from these institutions are included in the basic results in table 1 and many of the other tables in this report. AAUP staff compiled the data on which the tables in this report and the appendices that follow are based. Because of changes over the past two years in the way the National Center for Education Statistics (NCES) collects faculty salary data, we have not been able to draw on responses prepared for the NCES to the extent that we did prior to 2000–01. Consequently, there are fewer institutions represented in the surveys for 2001–02 and 2000–01 than in those for previous years. This decline, especially notable for the representation of community colleges, may modestly affect the reliability of some items. Survey Report Tables 14a and 14b for this year may be compared to the same numbered tables for previous years to assess the extent of diminished participation by institutional category and affiliation. (Back to text.)

2. This calculation reflects a compounding of the data in the penultimate column of the All Faculty section of table 1. (Back to text.)

3. Michael Boskin et al., "The CPI Commission: Findings and Recommendations," *American Economic Review* 87 (May 1997): 78–83, summarizes the report of the commission.(Back to text.)

4. Daniel Hamermesh, "Salaries: Disciplinary Differences and Rank Injustices," *Academe* (May–June 1988).(Back to text.)

5. The January 2002 issue of the *Postsecondary Education Opportunity Newsletter* reports that state tax spending for higher education was $9.97 per $1,000 of personal income in fiscal 1982, $8.24 per $1,000 in fiscal 1992, and only $7.67 per $1,000 in fiscal 2002. See also <www.coe.ilstu.edu/grapevine/>. (Back to text.)

6. Cynthia Zoghi, "Why Have Public University Professors Done So Badly?" *Economics of Education Review* 21 (2002), shows that the same trend also existed over this period adjusted for the degree of competitiveness of the institutions.(Back to text.)

7. A definition of institutional categories appears in the Explanation of Statistical Data.(Back to text.)

8. The Current Population Survey is produced by the U.S. Bureau of Labor Statistics.(Back to text.)

9. See Stephen Woodbury and Daniel Hamermesh, "Taxes, Fringe Benefits, and Faculty," *Review of Economics and Statistics* 74 (1992): 287–96.(Back to text.)

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The data in table 1 are hard to digest—forming a coherent picture of what has been happening in academe over the past thirty years from all the annual salary increases during that time is difficult. Figure 1 helps fill out the picture by showing changes in the inflation-adjusted salary of the average full-time faculty member from 1971–72 through 2001–02. The figure uses 1971–72 as the starting point (arbitrarily set at 100), and the rectangle denotes the average salary adjusted for inflation in consumer prices, as measured by the CPI.[2] The line makes clear what should by now be a well-known fact: the real pay of the average academic fell between 1971-72 and 1981-82. The substantial drop in faculty salaries was produced by an oil shock that generated a severe recession and by the end of the baby-boom bulge of college enrollments. Since 1981-82, real salaries, adjusted for inflation using the CPI, have risen nearly steadily. The rise over the past five years in particular has brought the average level of real salaries very slightly above that for 1971-72 for the first time in thirty years.

This report has always presented data showing actual salaries deflated by the CPI to obtain a measure of inflation-adjusted salaries. The CPI is only one of several measures of inflation that can be used to make this adjustment. For a variety of reasons, some abstruse, others straightforward—for example, a failure to account properly for the introduction of new products or for improvements in the quality of existing products—many of these indexes overestimate the rate of increase in average prices.[3] In fact, evidence suggests that the CPI has often overstated inflation by as much as 1 percent a year. Other measures of consumer prices also have problems, but they avoid at least some of those that were inherent in the CPI until the federal government recently revamped it.

The line in figure 1 denoted by the triangle presents the salary of the average academic adjusted for inflation using the deflator for Personal Consumption Expenditures (PCE) from the National Income and Product Accounts, the source of information on the nation's output and income produced by the U.S. Department of Commerce's Bureau of Economic Analysis. Like CPI-adjusted salaries, PCE-deflated pay fell during the 1970s. There is little doubt that the average academic was worse off by the end of the 1970s than at the start. Indeed, even when the PCE deflator is used, the real salary of the average academic did not return to its 1971–72 level until 1989–90. Like CPI-adjusted salaries, PCE-deflated salaries rose during the 1990s—but at a faster rate than real salaries calculated according to the CPI. Measurements based on the PCE deflator indicate that the average academic earns 13 percent more today than his or her counterpart earned in inflation-adjusted dollars in 1971–72.

This better measure suggests some improvement in the real earnings of academics over the past thirty years; but the

average rate of increase in earning power, even by this measure, has been paltry: only 0.4 percent a year. So the only possible conclusion—the best face one can put on the situation—is that academic salaries have improved very, very slightly over the past three decades. Moreover, these adjustments affect only the interpretation of changes in the level of faculty pay. They cannot obscure the fact that faculty salaries have fallen relative to those in other professions, a topic discussed later in this report.

Rank, Institutional Type, and Region

The data in table 1 allow us to examine changes in pay levels across academic ranks over the past three decades. One study noted a remarkable constancy in relative pay between full and assistant professors, full and associate professors, and associate and assistant professors from the mid-1960s all the way through the mid-1980s.[4] Figure 2 updates the comparison through the current academic year. The constancy in relative pay across ranks persisted through 1994–95: the pay ratio of full to assistant professors hovered around 1.62, while that of full professors to associate professors varied in a narrow range around 1.34.

Since 1994–95, salary differences in academe have departed from these historical constants. As figure 2 shows, the pay of full professors relative to both associate and assistant professors has risen, while pay differences between the two lower ranks have remained essentially unchanged. The relative pay of full professors rose to about 1.65 times that of assistant professors, and to 1.38 times that of associates. In the tight labor market of the 1990s, it was the pay of the more senior people, those who would seem less likely to leave academe, that inexplicably increased the most.

Other AAUP salary reports have noted the widening pay disadvantage among faculty at public colleges and universities compared with those at private institutions. The causes of the relative decline in public-sector pay in academe are unclear. The most likely explanation is the increased unwillingness of taxpayers, and through them legislatures, to spend more money on what was once a well-regarded task of state and local governments.[5] The evidence on this relative decline in prior AAUP reports and elsewhere is from the mid-1970s through the mid-1990s. But what has been happening since then: has the relative decline continued, or has the trend reversed?

Table 2 presents percentage increases in average salaries since 1981–82, since 1991–92, and since 1996–97. The data from 1981–82 and 1991–92 show that salaries rose more slowly in public than in private higher education during the 1980s and the 1990s.[6] During the 1990s, however, the relative decline in public-sector pay was concentrated entirely in the first half of the decade: between 1996–97 and 2001–02, pay in both sectors rose at almost identical rates. The downward trend in relative pay did not reverse, but it did cease. These results are heartening for faculty in the public sector. The question remains, however, whether public higher education has simply had a respite resulting from the flush state budgets of the late 1990s, or whether its increasing relative impoverishment has finally stopped. Experience over the next two years, with the expected tightening of state budgets, will answer that question.

Table 2 also analyzes increases in average salaries by institutional category, ranging from doctoral-level (Category I) institutions to colleges and universities without ranks (Category IV).[7] If we set aside institutions without ranks, the calculations show that pay gaps have steadily widened across institutional types. Pay at doctoral-level universities, already higher than that in other categories in 1981–82, rose more rapidly in percentage terms than salaries in the other categories in each of the periods examined in the table. The rate of increase at doctoral institutions was followed closely by that at general baccalaureate (Category IIB) institutions, while comprehensive (Category IIA) institutions, two-year colleges with ranks (Category III), and institutions without ranks saw smaller increases. The apparently anomalous result for general baccalaureate schools arises because many of them are private liberal-arts colleges that, like private institutions generally, saw relatively high pay increases through the mid-1990s.

Over these decades, different regions of the United States have experienced different economic shocks and, with them, different ups and downs in the government revenues that support public higher education as well as in the resources that support private institutions. These varying fortunes, which have affected regional increases in academic salaries, are reflected in the statistics presented in Figure 3. For each of the nine official subregions of the country—New England,

Middle Atlantic, East North Central, West North Central, East South Central, West South Central, South Atlantic, Mountain, and Pacific—the figure presents five-year percentage changes in average salaries from 1986–87 to 2001–02.

Institutions in the Pacific suffered during the economic shocks of the late 1980s and early 1990s, and the pay increases of the past five years have not restored that region's premier position. Conversely, New England saw the second-largest increase among regions in average salaries in the late 1980s and the highest increase in the past five years. Some regions do well in some periods, others fare better in other periods, but the effects of these fluctuations accumulate systematically. The result (not shown in the figure) is that the New England, Middle Atlantic, and South Atlantic regions have seen the biggest percentage increases in average salaries over the past fifteen years, while the East South Central and Pacific regions have seen the smallest increases. The Pacific region, which had the highest average salaries among the regions in 1986–87, now ranks second highest, while the East South Central region, lowest in 1986–87, has fallen still further behind.

Academia, Other Professions, and Gender

The AAUP salary survey covers academic institutions. To understand how faculty are faring compared with professionals outside academia, we need an additional source of data. Fortunately, the Current Population Survey (CPS), the same monthly survey that provides information on the nation's unemployment rate, has obtained consistent information on workers' occupations and usual earnings since 1979.[8] In the calculations for this report, I included only those individuals in the CPS who worked at least thirty-five hours a week in their occupations and who had at least a master's degree. Figure 4 shows the ratio of earnings in each of four groups of professionals outside academe—health professionals, scientists, engineers, and attorneys—relative to those of college and university teachers for 1980, 1985, 1990, and 1994–2000. Except for the early 1990s, when scientists' average earnings equaled those of faculty, the earnings of all the other groups have consistently exceeded those of faculty. Also noteworthy is the generally rising relative pay in the four other occupations compared with that in academe over the past two or three years. There is little doubt that college and university faculty lost ground to other professionals beginning in the late 1990s. Compared with our relative rewards in the mid-1990s and even 1980, we are today less well rewarded than many other comparably educated professionals.

Within this relative poverty, have academic institutions at least made progress compared with employers of other professionals in how they pay their female members and in the numbers of women they hire? The same CPS data allow us to answer this question. Because the samples are fairly small, I combined the years 1979 and 1980, 1984 and 1985, and so on through 1999 and 2000. Figure 5 shows the ratio of male to female faculty earnings in academe and in the same four professions that were compared with academe in figure 4. The picture is one of no huge differences in male-female pay among the professions. Neither does the figure indicate any obvious trend in gender pay differences, either in academe or in most of the other professions. In only one profession—engineering, where women are scarcest among the five professions examined—is there any clear trend toward declining male-female pay differences. Progress in enhancing female pay relative to that of males has been as lacking in our profession as in most others.

Figure 6 looks at whether women are becoming more visible in academe compared with other professions. Over the past twenty years, the share of women among college and university teachers, shown in the figure by the rectangle, has risen from 25 to 37 percent. This is a substantial and welcome increase. At the same time, however, the presence of women among all professional and technical workers, shown by the circle in the figure, has also increased greatly. Thus the differences between the growing percentages of women in academe and among all professions have been slight.

Fringe Benefits

Between 1960–61 and the mid-1980s, the share of fringe benefits in academic compensation roughly tripled, paralleling a national explosion in compensation spending for retirement, health insurance, and social security.[9] After a brief pause, fringe benefits as a share of academic pay rose again through the early 1990s, as the first two columns of table 3 show. Since the early 1990s, however, there has been essentially no change in the share of faculty compensation accounted for by fringe benefits. While spending on medical insurance has risen slightly as a percentage of salary, spending on

retirement plans has fallen slightly.

Economists have attributed the national rise in fringe benefits between the 1950s and the early 1990s to a combination of several factors: the tax treatment of the benefits at a time of rising tax rates, economies of scale in administering benefit plans, and higher real incomes that made workers want more of their potential income in the form of benefits rather than earnings. Tax rates have not fallen in the past decade, it is still easy to administer benefit plans for large groups, and table 1 and figure 1 show that real earnings in academe have risen. Yet for some unknown reason, these forces are no longer combining in a way that continues to raise the share of fringe benefits in faculty compensation.

Acknowledgment

Having produced this report from 1992 through 1996, I was asked to resume the assignment for this academic year. The AAUP's director of research, Ernst Benjamin, who had overseen the salary survey for many years, had recently retired, and the Association was in the process of searching for a new research director. In the interim, neither this temporary assignment nor the survey itself could have been completed successfully without the hard work and dedication of the AAUP's research associate, Galina Lewis, who supervised the collection and input of data and produced the survey report tables and appendices. Ernst Benjamin, who now serves as senior consultant to the Association, ensured that I received the survey report tables with the alacrity that allowed me to generate the report to meet *Academe*'s publication deadlines, and he also suggested one of the topics on which this report concentrates.

I also wish to thank the members of the Association's Committee on the Economic Status of the Profession, several of whom offered comments on a preliminary draft of this report that altered my interpretations of the findings. The committee members are Linda A. Bell (Economics), Haverford College; Robert C. Comeau (English), Union County College; Anne Harrison (Business), Columbia University; George Lang (Mathematics and Computer Science), Fairfield University; Steven London (Political Science), Brooklyn College, City University of New York; James May (Communication Science and Technology), California State University–Monterey Bay; and Craig Swan (Economics), University of Minnesota, *consultant*.

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Notes

1. Most of the information in this report is based on the AAUP survey of higher education institutions in the United States. In 2001–02, 1,433 institutions (representing 1,700 campuses) are represented in the survey. Data from these institutions are included in the basic results in table 1 and many of the other tables in this report. AAUP staff compiled the data on which the tables in this report and the appendices that follow are based. Because of changes over the past two years in the way the National Center for Education Statistics (NCES) collects faculty salary data, we have not been able to draw on responses prepared for the NCES to the extent that we did prior to 2000–01. Consequently, there are fewer institutions represented in the surveys for 2001–02 and 2000–01 than in those for previous years. This decline, especially notable for the representation of community colleges, may modestly affect the reliability of some items. Survey Report Tables 14a and 14b for this year may be compared to the same numbered tables for previous years to assess the extent of diminished participation by institutional category and affiliation. (Back to text.)

2. This calculation reflects a compounding of the data in the penultimate column of the All Faculty section of table 1. (Back to text.)

3. Michael Boskin et al., "The CPI Commission: Findings and Recommendations," *American Economic Review* 87 (May 1997): 78–83, summarizes the report of the commission.(Back to text.)

4. Daniel Hamermesh, "Salaries: Disciplinary Differences and Rank Injustices," *Academe* (May–June 1988).(Back to text.)

5. The January 2002 issue of the *Postsecondary Education Opportunity Newsletter* reports that state tax spending for higher education was $9.97 per $1,000 of personal income in fiscal 1982, $8.24 per $1,000 in fiscal 1992, and only $7.67 per $1,000 in fiscal 2002. See also <www.coe.ilstu.edu/grapevine/>. (Back to text.)

6. Cynthia Zoghi, "Why Have Public University Professors Done So Badly?" *Economics of Education Review* 21 (2002), shows that the same trend also existed over this period adjusted for the degree of competitiveness of the institutions.(Back to text.)

7. A definition of institutional categories appears in the Explanation of Statistical Data.(Back to text.)

8. The Current Population Survey is produced by the U.S. Bureau of Labor Statistics.(Back to text.)

9. See Stephen Woodbury and Daniel Hamermesh, "Taxes, Fringe Benefits, and Faculty," *Review of Economics and Statistics* 74 (1992): 287–96.(Back to text.)

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Explanation of Statistical Data

Instructional Faculty. The instructional faculty is defined as those members of the instructional-research staff who are employed on a full-time basis and whose major regular assignment is instruction, including those with released time for research. Institutions are asked to exclude (a) instructional faculty who are employed to teach less than two semesters, three quarters, two trimesters, or two four-month sessions; (b) instructional faculty in preclinical and clinical medicine; (c) instructional faculty who are employed on a part-time basis; (d) administrative officers with titles such as dean of students, librarian, registrar, coach, and the like, even though they may devote part of their time to classroom instruction and may have faculty status; (e) undergraduate or graduate students who assist in the instruction of courses, but have titles such as teaching assistant, teaching fellow, and the like; (f) faculty on leave without pay; and (g) replacement for faculty on sabbatical leave.

Salary. This figure represents the contracted salary excluding summer teaching, stipends, extra load, or other forms of remuneration. Where faculty members are given duties for eleven or twelve months, salary is converted to a standard academic-year basis by applying a factor of 9/11 or 81.8 percent or by the official factor used in a publicly announced formula, which is reflected in a footnote to the appendix tables of this report.

Major Fringe Benefits. In general, the major fringe benefits include those where the institution (or state) makes a definite payment of a specified amount on behalf of and for the benefit of the individual faculty member. The major benefits include (a) social security (rate effective January 2001); (b) retirement contribution, regardless of the plan's vesting provision; (c) medical insurance; (d) dental insurance; (e) group life insurance; (f) disability income protection; (g) unemployment compensation; (h) workers' compensation; (i) tuition for faculty dependents (both waivers and remission are included); and (j) other benefits in kind with cash alternatives (for the most part, these include benefits such as moving expenses, housing, cafeteria plans or cash options to certain benefits, bonuses, and the like).

Compensation. Compensation represents salary plus major fringe benefits.

Rating of Average Salary and Average Compensation. The rating is based on the actual distribution of average salaries and/or average compensations for comparable institutions. For a definition of comparable institutions, see definition of categories and the explanation of ratings in column (2) (below).

Definition of Categories

Category I (Doctoral-Level Institutions). These are institutions characterized by a significant level and breadth of activity in and commitment to doctoral-level education as measured by the number of doctorate recipients and the diversity in doctoral-level program offerings. Included in this category are those institutions that grant a minimum of thirty doctoral-level degrees annually. These degrees must be granted in three or more unrelated disciplines.

Category IIA (Comprehensive Institutions). These institutions are characterized by diverse postbaccalaureate programs (including first professional), but do not engage in significant doctoral-level education. Specifically, this category includes institutions not considered specialized schools in which the number of doctoral-level degrees granted is fewer than thirty or in which fewer than three unrelated disciplines are offered. In addition, these institutions must grant a minimum of thirty postbaccalaureate degrees and either grant degrees in three or more postbaccalaureate programs or, alternatively, have an interdisciplinary program at the postbaccalaureate level.

Category IIB (General Baccalaureate). These institutions are characterized by their primary emphasis on general

undergraduate baccalaureate-level education. These institutions are not significantly engaged in postbaccalaureate education. Included in this category are institutions that are not considered specialized and in which the number of postbaccalaureate degrees granted is fewer than thirty or in which fewer than three postbaccalaureate-level programs are offered and which either (a) grant baccalaureate degrees in three or more program areas, or (b) offer a baccalaureate program in interdisciplinary studies.

Category III (Two-Year Institutions with Academic Ranks). These institutions confer at least 75 percent of their degrees and awards for work below the bachelor's degree.

Category IV (Institutions without Academic Ranks). The majority of these institutions are two-year colleges (see definition of Category III) that do not utilize academic ranks. This category also includes a few general baccalaureate institutions that do not use academic ranks. All Category IV institutions are listed in Appendix II of this report.

Definition of Data Presented in Appendices I and II

Col. (1) *Institution's category*—The definition of categories is given above.

Col. (2) *Ratings of Average Salary*—Each rating represents the percentile interval in which the institution's average salary in a given rank lies (1* = 95th percentile or above; 1 = 80th percentile to 94.9 percent; and the like). An average salary lower than the 20th percentile is rated 5. The ratings have been assigned using the actual average salary, which is then rounded to the nearest hundred for publication in Col. (3).

Col. (3) *Average Salary by Rank and for All Ranks Combined*—This figure has been rounded to the nearest hundred. The All Ranks Combined includes the rank of lecturer and the category of No Rank.

Col. (4) *Rating of Average Compensation*—Same definition as that given for Col. (2) but for compensation which is salary plus major fringe benefits.

Col. (5) *Average Compensation by Rank and for All Ranks Combined*—Same definition as that given for Col. (3) but for compensation.

Col. (6) *Benefits as a Percentage of Average Salary*—This figure, which has been rounded to the nearest percentage, represents the overall fringe benefits as a percentage of average salary for all ranks combined.

Col. (7) *Percentage of Tenured Faculty*—This figure represents the percentage of faculty members tenured within a given rank.

Col. (8) *Percentage Increase in Salary for Continuing Faculty*—The percentage increase in salary shown here is that for faculty members remaining on staff in 2001–02. This increase is that for individuals as opposed to a percentage change in salary levels from previous year.

Col. (9) *Number of Faculty Members by Rank and Gender*—This number represents the total number of faculty members in a given rank.

Col. (10) *Average Salary by Rank and by Gender*—Figures like those in Col. (3) have been rounded to the nearest hundred dollars and are not shown but replaced by dashes when the number of individuals in a given rank and/or gender is three or fewer.

Any inquiries concerning the data in this report may be directed to AAUP, Research Department, Attn: Salary Survey, 1012 Fourteenth Street, NW, Suite 500, Washington, DC 20005. (202) 737-5900.

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TABLE 1

Percentage Increases in Average Nominal and Real Salaries for Institutions Reporting Comparable Data for Adjacent One-Year Periods, and Percentage Change in the Consumer Price Index, 1971–72 through 2001–02

	Prof.	Assoc.	Asst.	Inst.	All Ranks	Prof.	Assoc.	Asst.	Inst.	All Ranks	Change in CPI
	NOMINAL TERMS					REAL TERMS					
ALL FACULTY											
1971–72 to 1973–74	9.7	9.6	9.1	8.8	9.4	-2.7	-2.8	-3.3	-3.6	-3	12.4
1973–74 to 1975–76	12.4	12.1	11.7	12.3	12.1	-7.7	-8	-8.4	-7.8	-8	20.1
1975–76 to 1977–78	10.1	10.4	10.3	10.4	10.2	-1.8	-1.5	-1.6	-1.5	-1.7	11.9
1977–78 to 1979–80	13.5	13.2	13.1	12.8	13.3	-10	-10.3	-10.4	-10.7	-10.2	23.5
1979–80 to 1981–82	18.6	18.1	18.7	17.5	18.5	-3.9	-4.4	-3.8	-5	-4	22.5
1981–82 to 1983–84	11.2	11	11.9	12.1	11.4	3.5	3.3	4.2	4.4	3.7	7.7
1983–84 to 1985–86	13.2	12.7	13.2	12.5	13.1	5.3	4.8	5.3	4.6	5.2	7.9
1985–86 to 1986–87	6	5.8	5.7	4.9	5.9	4.9	4.7	4.6	3.8	4.8	1.1
1986–87 to 1987–88	5	4.8	4.9	3.8	4.9	0.6	0.4	0.5	-0.6	0.5	4.4
1987–88 to 1988–89	5.8	6.7	6	5.3	5.8	1.4	2.3	1.6	0.9	1.4	4.4
1988–89 to 1989–90	6.3	6.3	6.3	5.4	6.1	1.7	1.7	1.7	0.8	1.5	4.6
1989–90 to 1990–91	5.5	5.3	5.5	5	5.4	-0.6	-0.8	-0.6	-1.1	-0.7	6.1
1990–91 to 1991–92	3.4	3.5	3.8	3.9	3.5	0.3	0.4	0.7	0.8	0.4	3.1
1991–92 to 1992–93	2.6	2.3	2.6	2.3	2.5	-0.3	-0.6	-0.3	-0.6	-0.4	2.9
1992–93 to 1993–94	3	3.1	3	3.2	3	0.3	0.4	0.3	0.5	0.3	2.7
1993–94 to 1994–95	3.4	3.4	3.2	3.5	3.4	0.7	0.7	0.5	0.8	0.7	2.7
1994–95 to 1995–96	3.1	2.9	2.7	2.6	2.9	0.6	0.4	0.2	0.1	0.4	2.5
1995–96 to 1996–97	2.9	3	2.4	3.2	3	-0.4	-0.3	-0.9	-0.1	-0.3	3.3
1996–97 to	3.6	3.2	2.8	2.6	3.3	1.9	1.5	1.1	0.9	1.6	1.7

1997–98											
1997–98 to 1998–99	4	3.6	3.5	2.9	3.6	2.4	2	1.9	1.3	2	1.6
1998–99 to 1999–00	4.3	4	3.9	3.7	3.7	1.6	1.3	1.2	1	1	2.7
1999–00 to 2000–01	4.4	3.9	4.4	3.6	3.5	1	0.5	1	0.2	0.1	3.4
2000–01 to 2001–02	4.2	3.8	4.8	4.2	3.8	2.6	2.2	3.2	2.6	2.2	1.6
CONTINUING FACULTY											
1971–72 to 1973–74	10.4	12.4	12.8	13.7	11.9	-2	0	0.4	1.3	-0.5	12.4
1973–74 to 1975–76	14.3	15.7	16.5	17.9	15.6	-5.8	-4.4	-3.6	-2.2	-4.5	20.1
1975–76 to 1977–78	12.5	13.2	13.5	[illegible]	13	0.6	1.3	1.6	1.8	1.1	11.9
1977–78 to 1979–80	15.2	16.3	17.4	18	16.1	-8.3	-7.2	-6.1	-5.5	-7.4	23.5
1979–80 to 1981–82	19.9	21	22.4	22.3	20.9	-2.6	-1.5	-0.1	-0.2	-1.6	22.5
1981–82 to 1983–84	13.3	13.9	15.3	14.7	14.1	5.6	6.2	7.6	7	6.4	7.7
1983–84 to 1985–86	14.2	15.1	16.3	16.1	14.9	6.3	7.2	8.4	8.2	7	7.9
1985–86 to 1986–87	6.3	6.7	7	6.5	6.6	5.2	5.6	5.9	5.4	5.5	1.1
1986–87 to 1987–88	6.1	6.6	7.1	6.9	6.5	1.7	2.2	2.7	2.5	2.1	4.4
1987–88 to 1988–89	6.4	7.1	7.6	7.4	6.8	2	2.7	3.2	3	2.4	4.4
1988–89 to 1989–90	6.9	7.4	7.8	7.5	7.3	2.3	2.8	3.2	2.9	2.7	4.6
1989–90 to 1990–91	6.1	6.8	7.2	7	6.6	0	0.7	1.1	0.9	0.5	6.1
1990–91 to 1991–92	3.9	4.5	4.9	5.1	4.3	0.8	1.4	1.8	2	1.2	3.1
1991–92 to 1992–93	3.2	3.7	4.2	4.4	3.6	0.3	0.8	1.3	1.5	0.7	2.9
1992–93 to 1993–94	3.8	4.4	4.7	4.5	4.2	1.1	1.7	2	1.8	1.5	2.7
1993–94 to 1994–95	4.1	4.7	4.9	4.9	4.6	1.4	2	2.2	2.2	1.9	2.7
1994–95 to 1995–96	3.7	4.1	4.5	4.4	4	1.2	1.6	2	1.9	1.5	2.5
1995–96 to 1996–97	3	4	4.2	4.6	3.5	-0.3	0.7	0.9	1.3	0.2	3.3
1996–97 to 1997–98	4	4.6	4.8	5	4.3	2.3	2.9	3.1	3.3	2.6	1.7
1997–98 to 1998–99	4.5	5	5.3	5.3	4.8	2.9	3.4	3.7	3.7	3.2	1.6
1998–99 to											

1999–00	4.5	4.9	5.4	5.3	4.8	1.8	2.2	2.7	2.6	2.1	2.7
1999–00 to 2000–01	5	5.4	5.8	5.8	5.3	1.6	2	2.4	2.4	1.9	3.4
2000–01 to 2001–02	4.8	5.1	5.7	5.4	5	3.2	3.5	4.1	3.8	3.4	1.6

Note: Consumer Price Index (CPI) obtained from the U.S. Bureau of Labor Statistics. The change in the CPI for all Urban Consumers, the percentage change in which this table reports, is calculated from December to December. Salary increases for the years to 1985–86 are grouped in two–year intervals in order to present the full 1971-72 through current year series. Nominal salary is measured in current dollars. The percentage increase in real terms is the percentage increase in nominal terms adjusted for the percentage change in the CPI. Figures for All Faculty represent changes in salary levels from a given year to the next. Figures for Continuing Faculty represent the average salary change for faculty on staff at the same institution in both years over which the salary change is calculated.

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TABLE 2

Percentage Change in Average Salary Since 1981–82, Since 1991–92, and Since 1996–97,by Academic Rank, Affiliation, and Institutional Category

	AFFILIATION			INSTITUTIONAL CATEGORY[a]				
	Public	Private-Independent[b]	Church-Related[b]	I Doctoral-Level	IIA Comprehensive	IIB General Baccalaureate	III Two-Year with Ranks	IV Institutions without Ranks
Since 1996–97								
Professor	23.9	21.7	21.3	24.2	20	22.1	14.2	
Associate	19.6	19.4	18.7	21.1	18.4	18.3	9	
Assistant	20.3	21.7	19.1	22.9	18.1	18.7	12.5	
All Combined	19.3	19.4	19.4	20.3	16.7	19.7	10.1	19.1
Since 1991–92								
Professor	42.1	44	46	45.4	36.3	43.3	26.7	
Associate	36.8	38.1	39.8	40.1	34.4	37	22.2	
Assistant	36.7	39.7	37.3	41.3	32.8	36.6	28.3	
All Combined	37.2	41.4	42.2	41	32.3	40	25.4	29.3
Since 1981–82								
Professor	141.9	165.9	165.3	159.7	135	146.9	119.1	
Associate	131.2	147.7	149.4	142.7	132.4	137	99.7	
Assistant	134.6	158.5	146.6	152.3	132.6	136.9	113	
All Combined	136.7	163.9	160.3	152.5	131.6	148.1	118	118.9

a. A definition of institutional categories appears in the Explanation of Statistical Data.

b. The designation "private-independent" for private-sector colleges and universities does not include church-related institutions, which are listed separately in the survey report tables that follow this article.

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Table 3

Institutional Cost of Employee Benefits per Faculty Member as Percentage of Salary, All Institutions, 1986–87 to 2001–02

Benefit	1986–87	1991–92	1996–97	2001–02
Retirement	9.4	9.5	9.7	9.4
Medical Insurance	3.9	6	6	6.5
Disability	0.3	0.2	0.3	0.3
Tuition	0.8	0.8	0.7	0.7
Dental Insurance	0.2	0.3	0.3	0.3
Social Security	5.8	6.3	6.2	6.3
Unemployment	0.2	0.2	0.2	0.2
Group Life	0.3	0.3	0.3	0.2
Workers' Compensation	0.4	0.5	0.6	0.5
Benefits in Kind	0.2	0.3	0.2	0.3
All Combined	21.5	24.4	24.5	24.7

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FIGURE 1
Real Salaries, All Ranks, 1971–2001

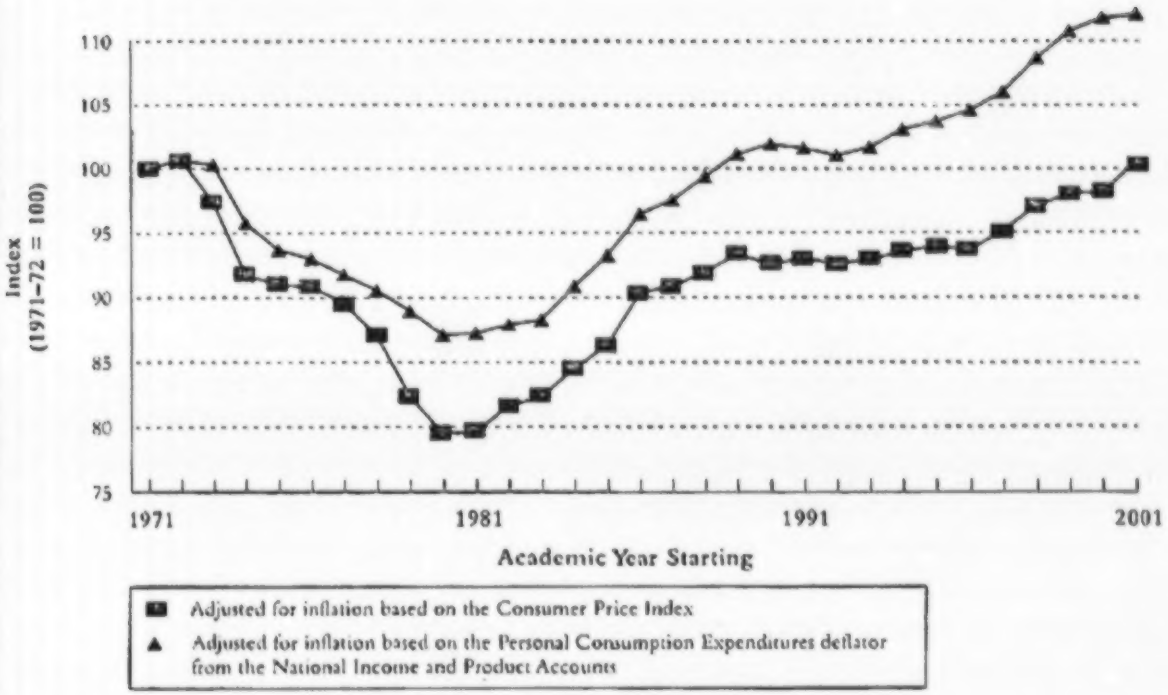


FIGURE 2
Relative Salaries by Rank, 1971–72 to 2001–02

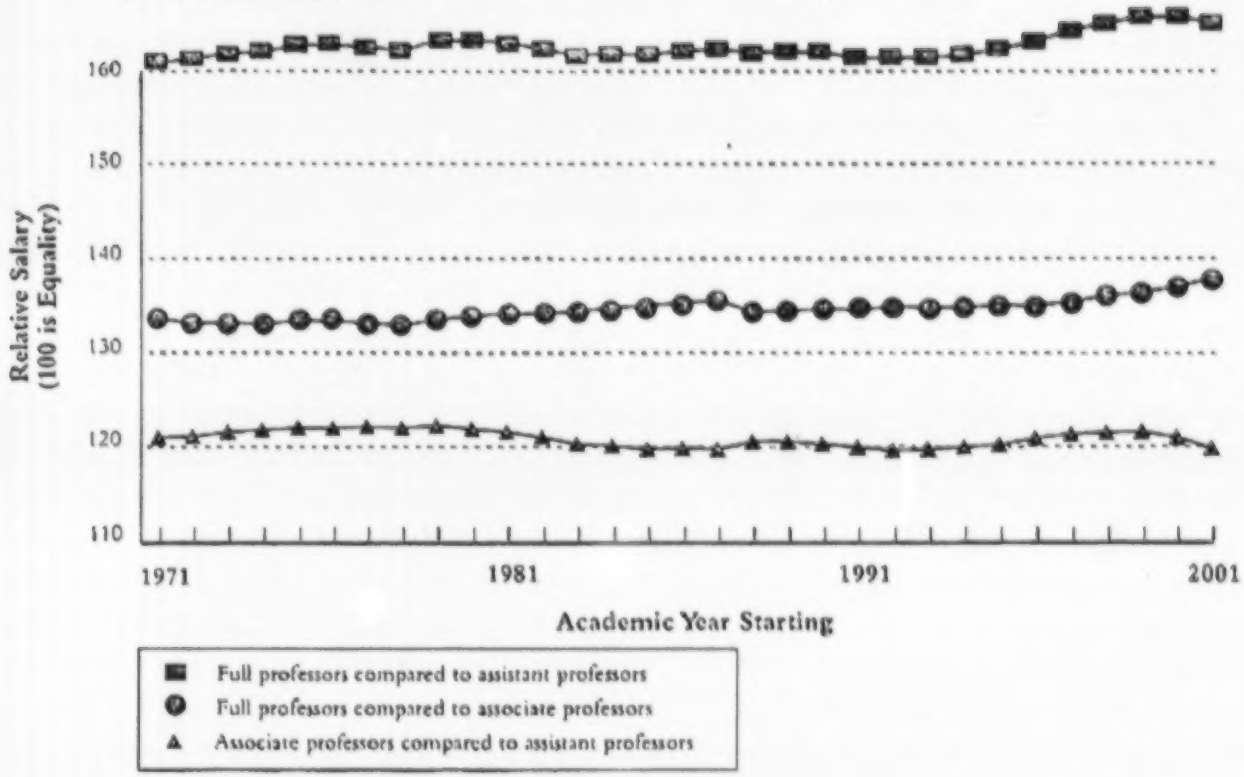


FIGURE 3
Growth in Academic Salaries by Region, 1986–87 to 2001–02

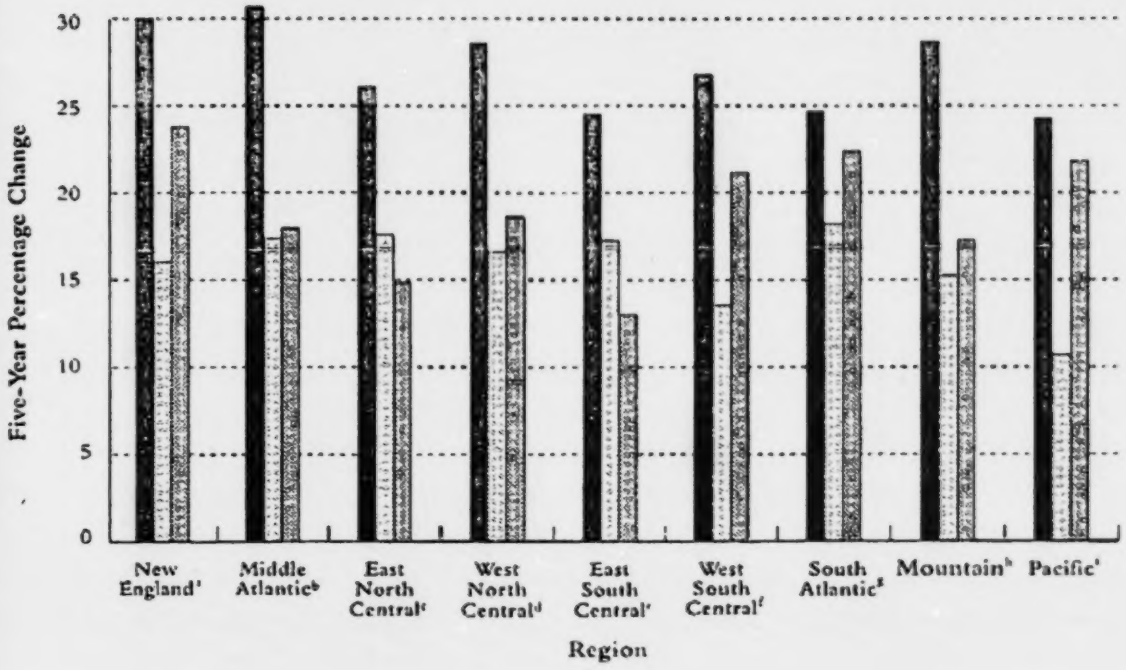
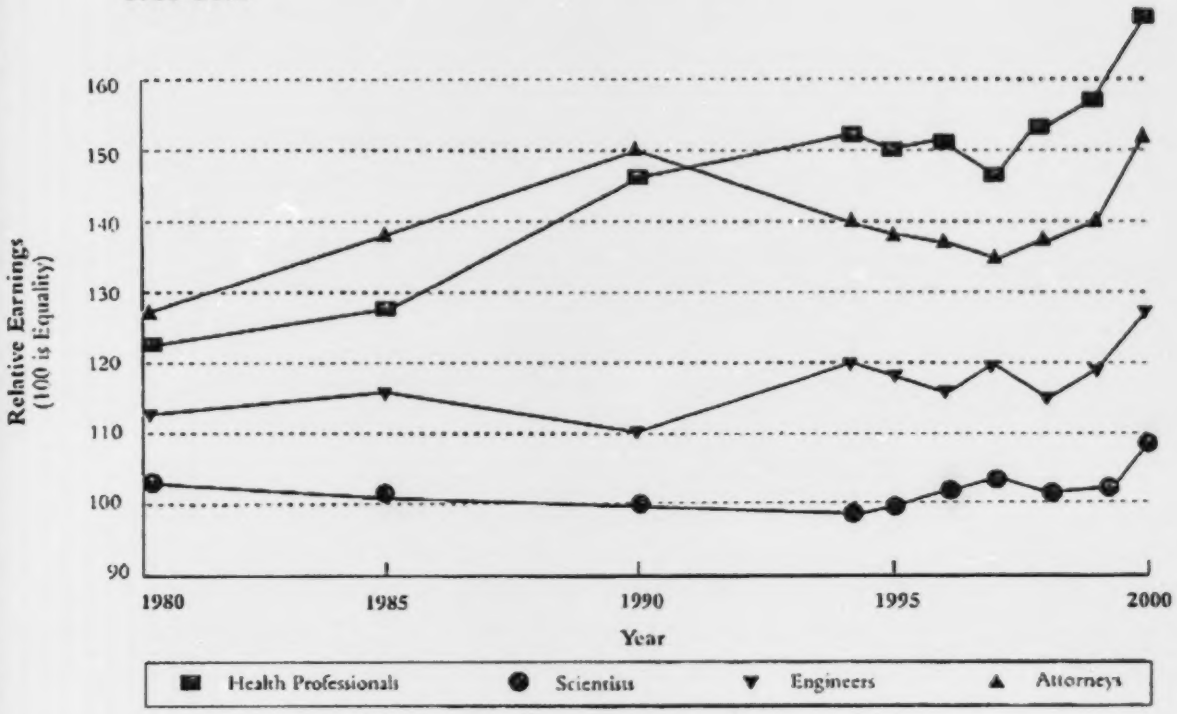
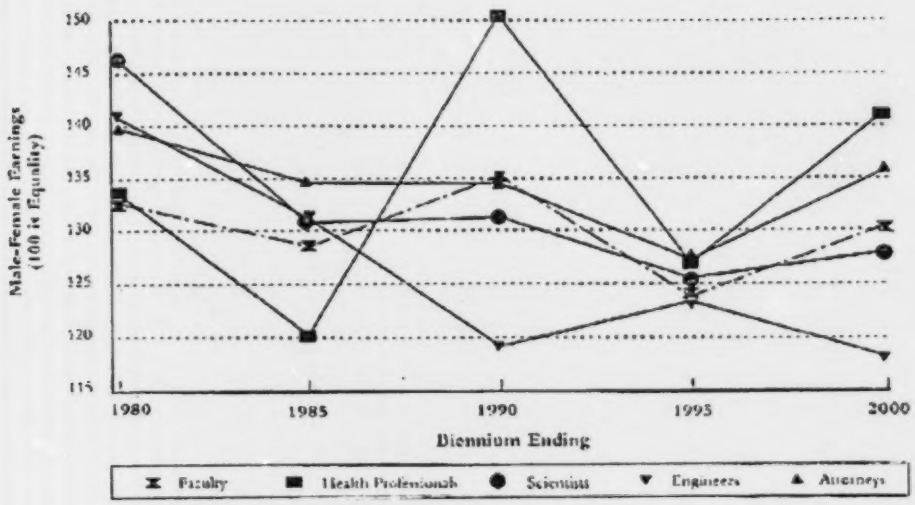


FIGURE 4
Other Professions' Earnings Relative to Faculty Pay
1980–2000



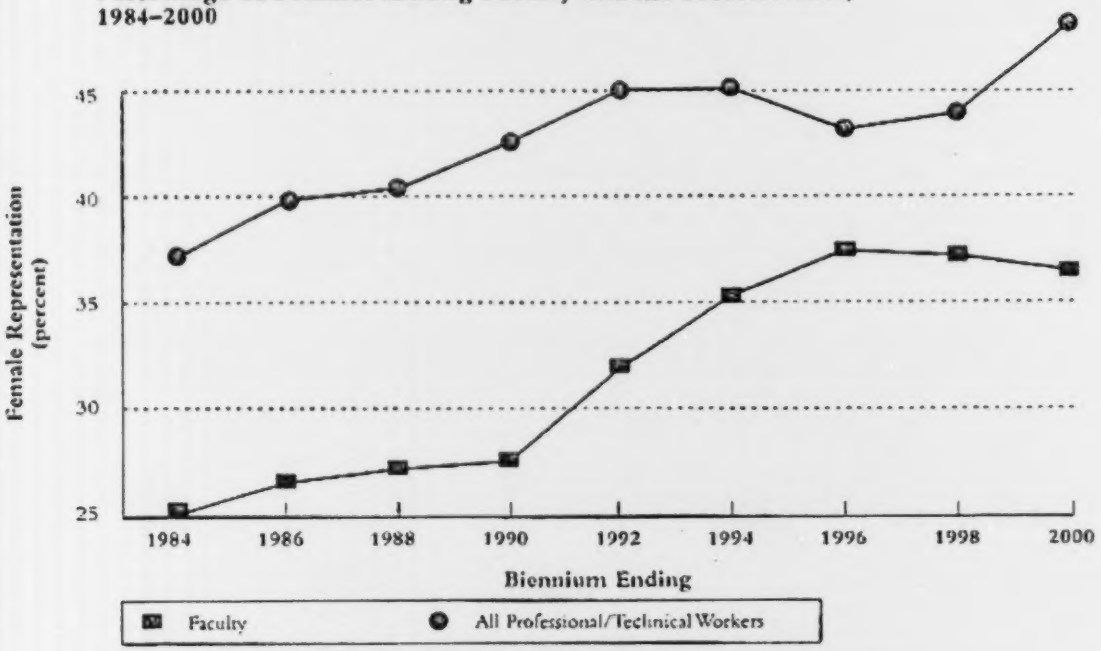
Source: Current Population Survey, U.S. Bureau of Labor Statistics.

FIGURE 5
Male-Female Earnings Ratios in Five Professions, 1980–2000



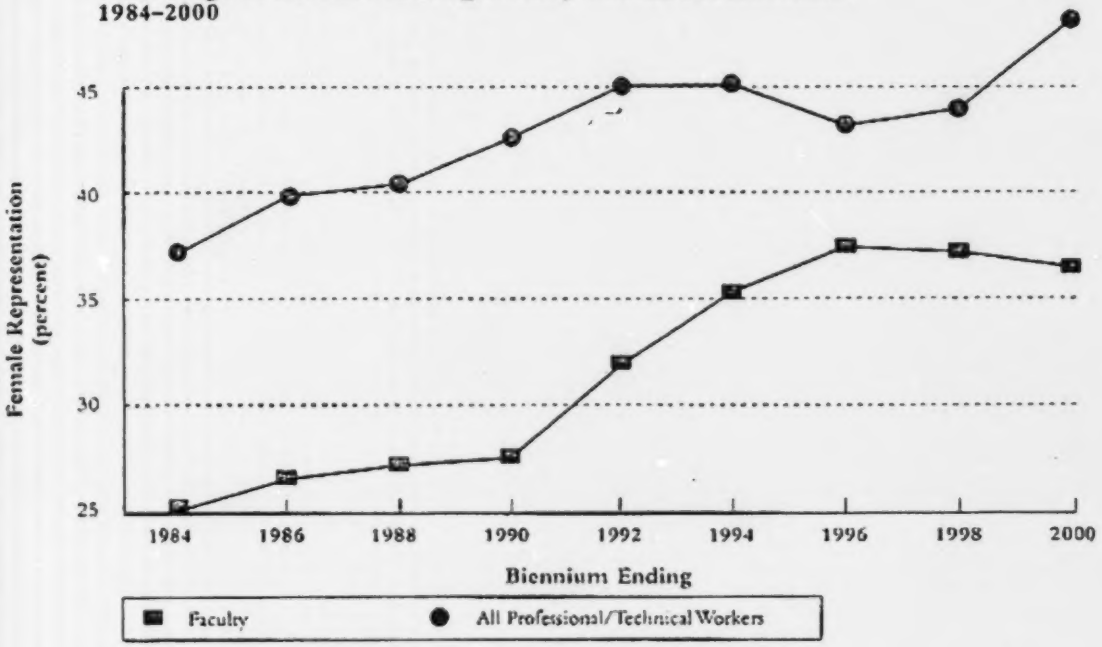
Source: Current Population Survey, U.S. Bureau of Labor Statistics.

FIGURE 6
Percentage of Females Among Faculty and All Professionals, 1984–2000



Source: Current Population Survey, U.S. Bureau of Labor Statistics.

FIGURE 6
Percentage of Females Among Faculty and All Professionals, 1984–2000



Source: Current Population Survey, U.S. Bureau of Labor Statistics.

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SURVEY REPORT TABLE I

Percentage Change in Salary Levels and Percentage Increases in Salary for Continuing Faculty, by Category, Affiliation, and Academic Rank, 2000–01 to 2001–02

Academic Rank	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	SALARY LEVELS				CONTINUING FACULTY			
CATEGORY I (Doctoral-Level)								
Professor	4.4	4.2	4.9	3.7	4.8	4.5	5.3	5.4
Associate	3.8	3.5	5.1	4.5	5	4.8	5.8	5.5
Assistant	5.3	5.1	5.2	6.9	5.7	5.4	6.4	6.8
Instructor	4.3	4.7	3.1	5.3	5.2	5.1	4.7	9.4
All Combined	3.8	3.7	4	4.5	5	4.7	5.6	5.7
CATEGORY IIA (Comprehensive)								
Professor	4	3.9	4.7	3.6	4.6	4.4	5.2	4.9
Associate	4.2	4.1	4.7	4.2	5.1	5	5.3	5.4
Assistant	4.6	4.6	4.8	4.3	5.7	5.8	5.6	5.6
Instructor	4.2	4.2	2.3	5.7	5.6	5.6	6	5.2
All Combined	3.7	3.5	4.5	4.1	5.1	4.9	5.3	5.2
CATEGORY IIB (General Baccalaureate)								
Professor	3.9	2.9	4.7	3.3	5.2	3.8	5.8	5.1
Associate	3.7	3.3	4.4	3.5	5.4	4.3	5.8	5.5
Assistant	4	3.6	4.3	3.8	5.8	4.8	6.7	5.4
Instructor	3.7	3.6	4.6	3.5	5.2	4.8	6.1	5.2
All Combined	3.7	3.3	4.2	3.4	5.4	4.2	6	5.3
CATEGORY III (Two-Year Colleges with Ranks)								
Professor	2.6	2.6	3.7	4.1	4	4	4.3	2.9
Associate	2.3	2.3	1.9	7.2	4.1	4.1	4.2	3.7
Assistant	3.1	3.2	2.4	3.4	4.9	4.9	5.4	2.7
Instructor	4.4	4.4	8.2	3	5.7	5.8	5.7	2.5
All Combined	2.6	2.5	4.4	5.4	4.4	4.5	4.6	3.1
CATEGORY IV (Institutions without Ranks)								
No Rank	2.4	2.4	4.4	-0.8	5	5	5.6	3.1
ALL CATEGORIES COMBINED EXCEPT IV								

Professor	4.2	4.1	4.8	3.6	4.8	4.4	5.4	5.1
Associate	3.8	3.6	4.8	3.9	5.1	4.8	5.6	5.5
Assistant	4.8	4.8	4.9	4.5	5.7	5.5	6.3	5.7
Instructor	4.2	4.4	3.4	4.2	5.4	5.4	5.6	5.5
All Combined	3.8	3.6	4.2	3.9	5	4.7	5.6	5.4

Note: Samples include 1,238 and 1,213 reporting institutions representing 1,456 and 1,413 campuses reporting comparable data both years. For definitions of categories, see Explanation of Statistical Data. Owing to the fact that the U.S. Department of Education has changed its data gathering system this year, fewer institutions reported salary data to the AAUP, but a higher proportion of reporting institutions provided the continuing faculty increase data.

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SURVEY REPORT TABLE 2

Percentage of Institutions and Percentage of Faculty by Average Increase in Salary Levels, by Affiliation and Category, 2000–01 to 2001–02

Percentage Increase	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
		INSTITUTIONS				FACULTY MEMBERS		
6% and over	14.8	12	20.1	15.9	14	13	16.6	16
5% to 5.99	8.5	7.5	8.7	10.1	8.9	7.3	13.8	10.6
4% to 4.99	15.8	15.3	16.2	16.3	19	20	14	20.5
3% to 3.99	17.4	15	24	16.7	19.1	17.4	27.3	17.1
2% to 2.99	15.3	14.2	12.7	19.6	15.1	14.6	13.3	21
Below 2%	28.3	35.9	18.3	21.4	23.9	27.7	15	14.9
Total	100	100	100	100	100	100	100	100
	I	IIA	IIB	III & IV	I	IIA	IIB	III & IV
6% and over	14.5	16.2	14.7	13.4	13.9	14.5	14.7	12
5% to 5.99	9.7	8.1	9.3	6.5	8.9	8.9	8.6	8.8
4% to 4.99	18.8	17.2	15.5	12	20.1	19.4	17.4	12.8
3% to 3.99	19.4	19.5	17.1	13.4	21.3	18.4	18.2	9.3
2% to 2.99	12.1	18.5	17.3	9.7	12.3	19.1	18.2	13.7
Below 2%	25.5	20.5	26.1	44.9	23.5	19.7	22.8	43.5
Total	100	100	100	100	100	100	100	100

Note: Samples include 1,238 reporting institutions representing 1,456 campuses reporting comparable data both years. For definitions of categories, see Explanation of Statistical Data on page 42. Totals may not add to 100 percent due to rounding.

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SURVEY REPORT TABLE 3

Percentage of Institutions and Percentage of Faculty by Average Increase in Salary for Continuing Faculty, by Affiliation and Category, 2000–01 to 2001–02

Percentage Increase	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
			INSTITUTIONS				FACULTY MEMBERS	
6% and over	25.4	21.2	34.5	23.7	25	22.5	30.8	27.7
5% to 5.99	20.9	19.2	21.8	22.7	27.2	24.9	36	24.8
4% to 4.99	21.3	18.4	24.2	23	19.5	17.3	20.7	27.8
3% to 3.99	17.1	17.8	14.3	18.6	14.3	16.2	10.1	12.1
2% to 2.99	6.9	10.2	2.7	5.4	5.3	7	1.5	3.1
Below 2%	8.5	13.1	2.4	6.6	8.6	12.1	0.9	4.4
Total	100	100	100	100	100	100	100	100
	I	IIA	IIB	III & IV	I	IIA	IIB	III & IV
6% and over	27	24.5	26.4	23	25.4	23.8	28.3	19.4
5% to 5.99	25.2	21.4	21.5	15.2	30.5	24.7	24.9	21.3
4% to 4.99	20.1	28.2	19	15.7	16	26.6	18.5	16.5
3% to 3.99	13.8	14.2	18.3	22	13.3	12.6	15.8	25
2% to 2.99	4.4	5	6.9	12	5	4.3	5.8	9.3
Below 2%	9.4	6.8	7.8	12	9.7	8	6.7	8.5
Total	100	100	100	100	100	100	100	100

Note: Samples include 1,213 reporting institutions representing 1,413 campuses. For definitions of categories, see Explanation of Statistical Data. Totals may not add to 100 percent due to rounding.

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SURVEY REPORT TABLE 4

Average Salary and Average Compensation Levels, by Category, Affiliation, and Academic Rank, 2001–02 (Dollars)

Academic Rank	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	SALARY				COMPENSATION			
CATEGORY I (Doctoral-Level)								
Professor	94,788	89,631	112,534	99,426	117,201	110,488	139,895	125,143
Associate	64,953	63,049	73,470	68,045	81,722	78,957	93,722	87,149
Assistant	55,404	53,392	64,149	56,863	69,782	67,183	80,918	72,178
Instructor	37,959	36,832	43,372	47,205	48,272	46,919	54,883	58,742
Lecturer	44,025	43,337	46,590	42,433	55,890	54,641	60,410	53,760
No Rank	47,160	43,962	53,009	53,073	59,849	54,748	69,121	66,448
All Combined	72,183	68,717	86,004	74,959	90,069	85,503	107,939	94,995
CATEGORY IIA (Comprehensive)								
Professor	73,504	72,770	77,310	73,328	90,670	89,457	96,888	90,453
Associate	57,908	57,780	59,442	56,774	72,504	72,093	75,304	71,161
Assistant	47,447	47,476	48,501	46,218	59,520	59,619	61,154	57,378
Instructor	36,637	36,275	38,934	37,181	46,444	46,217	48,685	46,150
Lecturer	37,471	36,905	41,773	39,482	46,778	45,836	53,688	50,460
No Rank	43,076	40,480	51,696	49,375	53,093	49,699	62,079	65,299
All Combined	57,518	57,104	60,257	56,638	71,643	70,975	75,896	70,403
CATEGORY IIB (General Baccalaureate)								
Professor	67,000	64,508	76,692	58,927	84,471	79,478	97,179	74,866
Associate	51,500	52,451	54,929	48,186	65,133	65,531	69,816	61,097
Assistant	42,903	43,789	45,368	40,575	53,868	54,951	57,099	50,861
Instructor	35,016	35,041	36,641	34,343	43,901	44,477	45,646	42,790
Lecturer	38,678	35,853	46,046	35,640	48,650	44,775	58,223	45,424
No Rank	40,439	40,376	48,767	32,499	50,461	49,274	59,435	41,910
All Combined	51,981	50,779	58,426	47,407	65,500	63,274	73,914	59,902
CATEGORY III (Two-Year Colleges with Ranks)								
Professor	60,803	60,997	52,678	45,574	76,853	77,121	65,966	55,797
Associate	47,967	48,046	46,662	41,952	61,736	61,874	59,651	51,639
Assistant	42,667	42,755	42,228	36,637	54,826	54,985	52,782	45,354
Instructor	35,421	35,445	34,948	32,156	46,177	46,265	41,144	40,795
Lecturer	41,687	41,693	38,938		50,984	50,987	49,596	
No Rank	39,685	39,685			52,093	52,093		
All Combined	47,834	47,934	45,451	39,613	61,214	61,377	56,866	48,928

CATEGORY IV (Institutions without Ranks)

No Rank	49,050	49,162	47,603	38,074	59,870	60,017	57,002	49,604

ALL CATEGORIES COMBINED EXCEPT IV

Professor	83,282	81,317	96,091	72,188	103,228	100,321	120,073	90,592
Associate	59,496	59,441	63,428	54,946	74,899	74,518	80,672	69,554
Assistant	49,505	49,626	53,160	44,692	62,307	62,502	67,008	55,955
Instructor	36,620	36,215	40,062	36,113	46,601	46,352	50,279	44,941
Lecturer	41,732	40,872	45,940	40,015	52,658	51,222	59,340	50,902
No Rank	44,305	41,908	52,104	39,911	55,889	52,482	66,210	52,066
All Combined	62,895	62,024	71,460	55,346	78,650	77,331	89,918	69,595

Note: Sample includes 1,433 reporting institutions representing 1,700 campuses. For definitions of categories, see Explanation of Statistical Data.

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SURVEY REPORT TABLE 5

Average Salary for Men and Women Faculty, by Category, Affiliation, and Academic Rank, 2001–2002 (Dollars)

Academic Rank	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
			MEN				WOMEN	
CATEGORY I (Doctoral-Level)								
Professor	96,249	91,035	114,193	100,874	87,530	82,626	104,169	93,077
Associate	66,360	64,352	75,159	69,751	62,150	60,463	69,939	64,844
Assistant	57,820	55,541	66,923	59,117	52,114	50,564	59,501	54,192
Instructor	39,018	37,747	44,285	48,890	37,191	36,193	42,539	45,919
Lecturer	46,944	45,906	50,276	47,048	41,468	41,066	43,197	39,847
No Rank	51,303	48,346	56,294	54,752	43,349	40,162	49,700	43,000
CATEGORY IIA (Comprehensive)								
Professor	74,423	73,526	78,231	75,100	70,709	70,497	74,305	68,015
Associate	58,959	58,648	60,612	58,406	56,252	56,430	57,518	54,181
Assistant	48,325	48,286	49,336	47,433	46,511	46,591	47,639	45,009
Instructor	37,614	37,295	40,065	37,620	35,981	35,593	38,097	36,901
Lecturer	38,901	38,169	43,182	42,493	36,422	35,991	40,654	37,097
No Rank	44,663	42,130	52,841	49,557	41,165	38,568	49,771	49,192
CATEGORY IIB (General Baccalaureate)								
Professor	67,887	65,300	78,243	59,683	64,459	62,243	72,655	56,531
Associate	52,270	53,384	55,886	48,889	50,418	50,941	53,752	47,168
Assistant	43,486	44,596	46,040	41,017	42,290	42,852	44,712	40,110
Instructor	35,734	36,053	37,408	34,891	34,503	34,318	36,145	33,936
Lecturer	39,898	37,593	48,114	36,342	37,642	34,200	44,719	34,994
No Rank	44,187	41,718	52,845	34,520	34,941	37,897	40,889	30,324
CATEGORY III (Two-Year Colleges with Ranks)								
Professor	62,553	62,806	54,036	45,483	58,376	58,510	49,391	45,773
Associate	48,875	48,983	47,512	42,584	46,991	47,050	45,353	40,502
Assistant	43,321	43,413	42,727	37,610	42,015	42,104	41,460	35,546
Instructor	35,901	35,917	35,879	32,990	34,959	34,994	33,086	31,473
Lecturer	41,661	41,661			41,709	41,720	38,938	
No Rank	40,323	40,323			38,603	38,603		

CATEGORY IV (Institutions without Ranks)

No Rank	49,630	49,769	48,164	38,437	48,436	48,531	46,549	37,530

ALL CATEGORIES COMBINED EXCEPT IV

Professor	85,437	83,372	98,625	73,833	75,425	73,802	86,455	66,738
Associate	61,055	60,890	65,396	56,440	56,883	56,963	60,201	52,595
Assistant	51,268	51,262	55,686	45,734	47,446	47,685	50,111	43,599
Instructor	37,456	37,029	41,189	36,689	36,001	35,614	39,173	35,703
Lecturer	44,143	43,011	49,242	42,795	39,729	39,091	43,078	38,066
No Rank	46,757	44,187	54,962	41,320	41,534	39,390	48,636	38,379

Note: Sample includes 1,433 reporting institutions representing 1,700 campuses. For definitions of categories, see Explanation of Statistical Data.

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SURVEY REPORT TABLE 6

Average Salary, by Region, Category, and Academic Rank, 2001–02 (Dollars)

Academic Rank	NORTHEAST		NORTH CENTRAL		SOUTH			WEST	
	New England[a]	Middle Atlantic[b]	East North Central[c]	West North Central[d]	East South Central[e]	West South Central[f]	South Atlantic[g]	Mountain[h]	Pacific[i]
CATEGORY I (Doctoral-Level)									
Professor	107,014	103,708	92,495	89,404	80,148	87,638	94,325	80,885	101,577
Associate	70,712	71,724	63,406	62,739	58,656	60,887	65,943	59,102	66,522
Assistant	60,353	59,664	54,714	53,577	48,602	53,209	55,421	50,678	58,128
Instructor	49,020	39,640	36,018	38,798	32,986	35,482	40,135	37,265	38,648
Lecturer	49,353	46,131	44,188	36,226	37,007	40,722	40,429	40,557	49,244
No Rank	45,536	51,013	34,380	37,691	35,024	57,139	50,012	33,275	47,677
All Combined	83,043	78,487	70,717	69,469	61,454	65,635	70,962	63,731	79,106
CATEGORY IIA (Comprehensive)									
Professor	78,035	79,384	70,944	66,682	63,338	66,159	70,989	70,156	78,540
Associate	59,701	62,719	56,458	54,357	50,820	53,589	56,714	56,266	61,453
Assistant	49,470	49,821	46,665	44,981	43,668	44,263	46,755	47,090	50,183
Instructor	42,306	40,500	34,608	36,949	34,086	34,243	37,048	36,258	39,203
Lecturer	43,448	42,516	34,552	31,224	32,655	34,897	37,252	40,482	41,712
No Rank	52,352	41,559	45,544	37,180	43,469	40,898	43,091	36,265	58,886
All Combined	61,465	62,051	55,434	53,218	50,000	50,561	55,107	54,318	64,715
CATEGORY IIB (General Baccalaureate)									
Professor	84,660	74,857	62,721	60,870	55,721	56,376	63,907	62,165	74,422
Associate	60,903	57,296	50,494	48,465	45,750	48,009	50,332	49,114	54,200
Assistant	49,602	46,220	42,530	41,222	39,806	40,519	41,606	41,342	45,760
Instructor	39,168	38,629	36,022	34,735	33,078	32,997	34,546	33,776	39,054
Lecturer	48,954	41,827	36,567	34,954	31,318	32,797	39,926	25,447	40,866
No Rank	57,454	42,657	36,116	28,832	29,281	34,558	46,492		54,080
All Combined	65,539	56,839	50,779	48,197	45,362	45,398	50,375	48,271	58,436
CATEGORY III (Two-Year Colleges with Ranks)									
Professor	49,514	67,994	60,831	53,098	50,686	54,374	62,095	50,204	59,575
Associate	39,899	55,176	49,726	43,497	41,650	44,103	49,607	44,581	51,417
Assistant	38,865	46,951	42,113	38,926	35,233	37,356	42,915	41,133	46,068
Instructor	32,288	37,928	36,279	33,410	31,126	33,866	35,922	35,683	39,975
Lecturer		43,569	35,566	38,938		30,825	44,981	38,207	
No Rank		57,099	43,555	31,831	30,998	39,184		41,654	
All Combined	44,808	54,122	47,489	43,752	39,615	40,277	51,737	42,580	49,198
CATEGORY IV (Institutions without Ranks)									
No Rank	43,861		52,089	48,260	41,211	47,558	41,740	54,213	59,300
ALL CATEGORIES COMBINED EXCEPT IV									
Professor	94,158	88,413	81,429	75,325	69,258	77,729	83,137	76,331	89,387
Associate	64,406	64,434	58,463	55,962	51,062	56,337	60,235	56,866	62,920

Assistant	53,643	51,850	49,085	46,638	43,791	47,410	49,694	48,025	52,840
Instructor	43,006	39,201	35,625	36,326	32,744	34,418	38,075	36,324	39,114
Lecturer	48,630	44,152	39,547	33,480	34,772	38,767	39,279	38,447	48,264
No Rank	49,066	49,042	38,027	34,988	36,391	39,289	47,518	37,678	50,346
All Combined	72,392	66,591	61,696	57,966	52,236	57,100	62,573	58,870	70,679

Note: Sample includes 1,433 reporting institutions representing 1,700 campuses. For definitions of categories, see Explanation of Statistical Data.

a. New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont
b. Middle Atlantic: New Jersey, New York, and Pennsylvania
c. East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin
d. West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota
e. East South Central: Alabama, Kentucky, Mississippi, and Tennessee
f. West South Central: Arkansas, Louisiana, Oklahoma, and Texas
g. South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia
h. Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming
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SURVEY REPORT TABLE 7

Average Compensation by Region, Category, and Academic Rank, 2001–02 (Dollars)

	NORTHEAST		NORTH CENTRAL			SOUTH		WEST	
Academic Rank	New England[a]	Middle Atlantic[b]	East North Central[c]	West North Central[d]	East South Central[e]	West South Central[f]	South Atlantic[g]	Mountain[h]	Pacific[i]
CATEGORY I (Doctoral-Level)									
Professor	131,708	130,170	114,924	109,949	98,223	106,005	115,036	98,159	128,355
Associate	89,690	91,845	80,816	78,250	72,704	75,090	81,896	73,272	84,751
Assistant	75,680	76,095	70,038	66,919	60,512	65,472	69,019	63,014	74,424
Instructor	62,056	50,955	47,326	48,176	41,585	43,161	50,675	47,385	50,943
Lecturer	62,166	59,900	56,260	45,453	46,808	50,729	50,622	50,617	63,768
No Rank	59,913	65,334	43,496	46,353	46,159	73,398	62,682	40,759	61,045
All Combined	103,311	99,436	89,117	86,060	75,913	80,149	87,477	78,297	100,487
CATEGORY IIA (Comprehensive)									
Professor	98,346	97,677	89,132	82,369	78,075	79,979	87,358	86,225	96,469
Associate	76,227	78,691	71,940	68,098	63,041	65,295	70,594	70,431	76,642
Assistant	63,196	62,675	59,507	56,501	54,243	54,033	58,404	59,713	62,816
Instructor	52,750	51,041	44,623	47,382	42,732	42,625	46,740	49,066	49,277
Lecturer	54,125	52,281	43,905	41,065	41,007	43,132	45,944	50,943	53,651
No Rank	62,566	52,819	62,821	42,500	56,259	51,184	52,766	48,147	73,316
All Combined	77,947	77,294	70,323	66,368	61,972	61,627	68,391	68,255	80,146
CATEGORY IIB (General Baccalaureate)									
Professor	107,343	94,613	80,750	76,894	70,089	71,226	79,113	76,035	93,299
Associate	77,639	72,684	64,837	61,255	57,775	60,907	62,759	60,338	69,204
Assistant	62,422	58,084	53,932	51,934	49,449	51,269	51,893	50,865	57,834
Instructor	48,094	48,495	45,461	43,938	40,991	41,821	42,893	41,249	49,949
Lecturer	62,489	52,765	46,342	45,298	36,517	41,525	49,340	31,101	50,323
No Rank	74,014	53,076	47,284	34,502	38,605	46,564	56,744		71,196
All Combined	83,061	71,792	65,000	60,850	56,858	57,496	62,594	59,209	73,790
CATEGORY III (Two-Year Colleges with Ranks)									
Professor	66,517	84,948	75,287	68,246	78,753	67,493	76,222	66,358	70,619
Associate	54,851	69,850	62,977	55,459	57,643	54,580	61,733	59,316	61,283
Assistant	52,165	59,064	54,204	50,813	50,869	46,174	53,728	55,092	55,402
Instructor	44,558	48,946	46,145	43,963	45,163	42,157	44,885	49,229	48,543
Lecturer		52,620	45,275	49,596		39,773	54,188	48,468	
No Rank		60,648	60,100	42,857	39,610	50,123		57,662	
All Combined	60,478	68,029	60,104	56,472	56,490	50,364	64,052	57,052	58,896
CATEGORY IV (Institutions without Ranks)									
No Rank	58,509		66,475	60,385	51,829	54,885	51,337	64,571	71,306
ALL CATEGORIES COMBINED EXCEPT IV									

Professor	117,208	110,420	101,812	93,292	86,107	94,324	101,757	93,078	111,642
Associate	82,034	81,717	74,566	70,136	64,577	69,407	74,896	70,820	79,367
Assistant	67,786	65,541	62,697	58,557	55,038	58,366	61,971	60,252	66,791
Instructor	53,856	50,048	45,953	46,184	42,330	42,635	47,921	47,700	49,759
Lecturer	61,288	55,695	50,305	43,173	43,811	48,248	48,890	48,028	62,433
No Rank	61,950	62,421	49,964	41,203	46,483	50,422	58,925	50,477	64,115
All Combined	90,923	83,824	78,058	72,325	65,655	69,966	77,351	72,969	88,774

Note: Sample includes 1,433 reporting institutions representing 1,700 campuses. For definitions of categories, see Explanation of Statistical Data.

a. New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont
b. Middle Atlantic: New Jersey, New York, and Pennsylvania
c. East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin
d. West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota
e. East South Central: Alabama, Kentucky, Mississippi, and Tennessee
f. West South Central: Arkansas, Louisiana, Oklahoma, and Texas
g. South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia
h. Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming
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SURVEY REPORT TABLE 8

Percentage of Individual Faculty Members in or above Specific Salary Ranges, by Category and Professional Rank, 2001–02

Category	I			IIA			IIB			III			IV
Salary Interval	Prof.	Assoc.	Asst.	Prof.	Assoc.	Asst.	Prof.	Assoc.	Asst.	Prof.	Assoc.	Asst	No Rank
$150,000 and over	6.2†												
145,000–149,999	7.3												
140,000–144,999	8.8												
135,000–139,999	10.3												
130,000–134,999	12.8			1.1†									
125,000–129,999	15.2	1.1‡		1.4			1.0†						
120,000–124,999	18	1.4		1.9			1.6						
115,000–119,999	21.3	1.9	1.1†	2.5			2.3						
110,000–114,999	25.4	2.4	1.5	3.3			3.3						
108,000–109,999	27.2	2.7	1.7	4			3.8						
106,000–107,999	29	2.9	1.9	4.6			4.3						
104,000–105,999	31	3.3	2.1	5.1			5						
102,000–103,999	33	3.7	2.3	5.8			5.7						
100,000–101,999	35.7	4.3	2.6	6.6			6.5						
98,000–99,999	37.9	4.8	2.9	7.5			7.4						
96,000–97,999	40.4	5.3	3.2	8.4	1.1		8.3						
94,000–95,999	42.9	6.1	3.6	9.6	1.3		9.4						

92,000–93,999	45.6	7	4	10.8	1.7		10.6						
90,000–91,999	49.3	8.4	4.5	12.6	2.2		12						
88,000–89,999	52.1	9.5	4.9	14	2.6		13.4						
86,000–87,999	55.6	11	5.6	20.6	3.2		15.1			6.6†			
84,000–85,999	59	12.9	6.4	24.5	3.9		17.7	1.1†		7.7			
82,000–83,999	62.2	14.8	7.2	27.4	4.7	1.0†	19.9	1.5		8			
80,000–81,999	66.1	17.5	8.3	31.3	5.8	1.4	22	1.8		11.1			
78,000–79,999	69.1	19.9	9.3	34.3	6.8	1.7	24.1	2.4		12.5			2.7†
76,000–77,999	72.2	22.4	10.5	38.1	8.1	2.1	27	3		13.2	1.2†		3.1
74,000–75,999	75.5	25.7	12	41.9	10.2	2.8	29.7	4		15.1	1.6		3.6
72,000–73,999	78.7	29.2	13.6	46.2	12.2	3.5	33	5.2		20.8	2.1		4.7
70,000–71,999	81.9	33.4	15.7	50.5	17.3	4.4	36.3	7.4	1.0†	24.5	3.8		5.8
68,000–69,999	84.8	37.4	17.5	55.5	21.6	5.2	39.8	9.5	1.3	29.5	6.8	1.5†	7.1
66,000–67,999	87.6	41.7	19.9	60.4	25.1	6.3	44	11.8	1.7	34.1	8.2	2	8.4
64,000–65,999	90.1	46.7	22.8	65.9	28.6	7.9	48.2	14.7	2.5	41.1	9.8	2.4	9.5
62,000–63,999	92.4	51.7	26.1	71.3	33	9.7	53.2	18.1	3.4	47	11.4	3.4	11.1
60,000–61,999	94.5	57.6	30.4	77.3	37.9	12.6	59.1	22	4.5	52.8	14	6.4	17.6
58,000–59,999	96.1	63.1	33.9	82.8	43.1	15.3	64.4	26	6.3	58.6	17	8	20.6
56,000–57,999	97.4	68.8	38.1	87.6	48.7	18.3	70.3	31.1	8.3	65.3	20.6	10.8	23.8
54,000–55,999	98.3	75.2	43.4	91.4	55.3	21.7	76.3	36.8	10.8	72.2	24.5	13	30
52,000–53,999	99.0*	81.1	49	94.6	62.8	25.9	81.8	43	14.3	78.8	30.1	16.1	34.8
50,000–51,999		86.9	55.4	96.6	71	30.8	86.3	50.7	18.7	84.3	37.5	20.5	40.5
48,000–49,999		91.4	62.2	98	79.5	36.7	90.2	58.8	23.7	89.1	46.6	25.2	46.8
46,000–47,999		95.2	69.9	98.8	87	44.2	93.2	67.7	30.7	92.6	56.9	32.5	53.2

44,000–45,999	97.5	78.8	99.0*	92.8	54.6	95.2	76.4	39.2	95.4	65.9	42.7	59.4
42,000–43,999	98.7	86.4		96.2	66.8	96.9	83.5	49.7	97.2	76.2	52.6	67.3
40,000–41,999	99.0†	92.3		98.2	79.3	98	89.9	63.6	98.5	85.2	62.7	74.8
38,000–39,999		95.6		99.0*	88.3	98.7	94.3	74.3	99.0*	91.2	72.9	82.6
36,000–37,999		97.5			94.3	99.0*	96.7	83.6		95.6	82.6	88
34,000–35,999		98.7			97.4		98.1	90.9		98.2	91.1	92.4
32,000–33,999		99.0*			98.9		99.0*	95.9		99.0*	95.9	95.8
30,000–31,999					99.0*			98.3			98.6	97.7
Below 30,000								99.0*			99.0*	99.0*

Note: Sample includes 1,283 reporting insitutions representing 1,513 campuses. For definitions of categories, see Explanation of Statistical Data.
† Includes less than 1.0 percent of individuals with salaries higher than that interval.
99.0* Includes less than 1.0 percent of individuals with salaries lower than that interval.

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SURVEY REPORT TABLE 9

Percentile Distribution of Institutions, by Average Salary, Average Compensation, and Academic Rank, 2001–02 (Dollars)

Rating	1*		1		2		3		4	
Percentile	**95**	**90**	**80**	**70**	**60**	**50**	**40**	**30**	**20**	**10**
					SALARY					
CATEGORY I (Doctoral-Level)										
Professor	122,118	111,350	103,266	98,105	93,401	88,514	84,302	80,538	76,454	71,810
Associate	81,443	76,420	72,190	69,184	66,841	63,971	62,261	60,527	57,766	54,966
Assistant	69,569	66,061	60,597	58,336	56,230	54,230	52,358	50,187	49,031	46,668
Instructor	60,411	54,252	47,396	44,917	42,180	40,166	38,097	36,101	34,230	31,490
CATEGORY IIA (Comprehensive)										
Professor	90,140	84,517	79,680	75,165	71,529	68,032	65,407	63,055	60,133	55,630
Associate	67,672	66,790	63,040	59,425	57,033	54,744	53,535	51,777	49,998	46,547
Assistant	55,873	53,676	51,000	48,351	46,874	45,935	44,472	43,504	42,347	39,774
Instructor	48,877	45,277	42,393	40,265	39,120	37,607	35,881	34,147	33,418	31,187
CATEGORY IIB (General Baccalaureate)										
Professor	89,256	80,867	68,697	64,188	61,284	58,534	55,704	52,967	49,317	44,460
Associate	66,435	60,322	54,937	51,956	50,132	48,565	46,832	44,300	41,774	38,699
Assistant	53,163	49,013	45,447	43,593	42,296	41,006	39,561	38,421	36,860	34,273
Instructor	44,684	42,180	39,734	38,126	36,325	35,118	33,714	32,250	30,925	28,794
CATEGORY III (Two-Year Colleges with Ranks)										
Professor	80,810	74,223	66,779	62,027	58,713	56,261	54,160	52,074	49,106	45,059
Associate	61,474	57,787	54,536	52,429	49,944	47,953	45,498	43,722	42,373	40,122
Assistant	50,951	48,606	46,581	44,546	42,495	40,814	39,280	38,075	35,877	33,871
Instructor	44,885	41,716	39,603	37,290	36,068	34,430	33,351	32,550	31,795	29,720
CATEGORY IV (Institutions without Ranks)										
No Rank	63,429	59,020	54,117	51,176	48,698	46,207	43,141	41,439	40,003	37,325
					COMPENSATION					
CATEGORY I (Doctoral-Level)										
Professor	153,180	137,135	127,485	121,427	116,167	108,923	104,830	98,625	94,548	87,641
Associate	103,122	97,780	91,459	87,396	83,867	80,845	77,757	75,006	72,002	68,967
Assistant	89,967	83,426	76,950	72,968	70,483	68,180	65,474	63,052	61,157	58,023

Instructor	75,818	67,698	59,741	56,715	53,101	51,239	48,871	46,047	42,970	39,623
CATEGORY IIA (Comprehensive)										
Professor	111,603	105,151	98,531	94,157	88,124	84,622	81,543	78,457	74,119	68,457
Associate	86,452	83,490	79,107	74,936	71,462	69,109	67,044	64,836	61,863	57,585
Assistant	70,812	67,419	64,171	61,701	59,347	57,578	55,927	54,650	52,397	49,302
Instructor	62,689	58,219	53,775	50,767	49,203	46,993	45,605	43,199	41,368	38,753
CATEGORY IIB (General Baccalaureate)										
Professor	114,871	101,545	86,269	81,706	77,622	73,827	69,312	65,701	61,639	55,233
Associate	84,513	77,445	69,571	66,550	63,502	61,122	58,834	55,604	52,101	47,953
Assistant	66,455	62,562	57,354	55,139	53,281	51,506	49,615	47,954	45,844	42,864
Instructor	57,371	53,470	50,071	47,894	45,484	43,858	42,056	39,910	38,123	35,526
CATEGORY III (Two-Year Colleges with Ranks)										
Professor	98,367	93,671	82,777	77,674	72,416	69,762	68,089	65,629	60,630	56,339
Associate	79,157	73,772	70,401	66,051	62,189	60,114	58,083	55,358	52,488	48,990
Assistant	65,223	61,525	59,069	57,294	54,878	51,832	50,234	48,819	46,341	43,613
Instructor	57,813	54,493	50,459	48,068	46,023	44,367	43,172	42,251	40,379	38,019
CATEGORY IV (Institutions without Ranks)										
No Rank	75,691	72,137	66,233	62,749	60,827	57,469	54,139	51,473	48,558	44,751

Note: Sample includes 1,433 reporting institutions representing 1,700 campuses. For definitions of categories, see Explanation of Statistical Data.
a. Interpretation of the Ratings: 1*=95th Percentile; 1=80th; 2=60th; 3=40th; 4=20th. Average lower than the 20th percentile will be rated 5.

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SURVEY REPORT TABLE 10

Average Institutional Cost of Fringe Benefits per Faculty Member and Average Cost for Faculty Members Receiving Specific Benefits, in Dollars and As a Percentage of Average Salary, by Affiliation, Category, and Itemized Benefits, 2001–02 (All Ranks)

Itemized Benefits	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	IN DOLLARS				AS A PERCENTAGE OF SALARY			
AVERAGE PER FACULTY MEMBER								
Retirement	5,910	6,013	6,523	4,486	9.4	9.7	9.1	8.1
Medical Insurance	4,057	4,076	4,311	3,596	6.5	6.6	6	6.5
Disability	166	143	218	219	0.3	0.2	0.3	0.4
Tuition	426	108	1,202	1,051	0.7	0.2	1.7	1.9
Dental Insurance	210	230	192	129	0.3	0.4	0.3	0.2
Social Security	3,951	3,742	4,814	3,869	6.3	6	6.7	7
Unemployment	100	87	137	121	0.2	0.1	0.2	0.2
Group Life	154	131	228	172	0.2	0.2	0.3	0.3
Worker's Comp.	315	290	437	284	0.5	0.5	0.6	0.5
Benefits in Kind	160	105	295	274	0.3	0.2	0.4	0.5
All Combined	15,450	14,926	18,356	14,199	24.6	24.1	25.7	25.7
AVERAGE FOR FACULTY RECEIVING SPECIFIC BENEFITS								
Retirement	6,184	6,203	7,005	4,897	9.8	10	9.8	8.8
Medical Insurance	4,404	4,395	4,693	4,034	7	7.1	6.6	7.3
Disability	256	261	249	249	0.4	0.4	0.3	0.4
Tuition	3,459	1,151	5,470	7,347	5.5	1.9	7.7	13.3
Dental Insurance	474	513	398	351	0.8	0.8	0.6	0.6
Social Security	4,228	4,099	4,853	3,989	6.7	6.6	6.8	7.2
Unemployment	139	115	200	202	0.2	0.2	0.3	0.4
Group Life	195	181	241	184	0.3	0.3	0.3	0.3
Worker's Comp.	383	363	484	332	0.6	0.6	0.7	0.6
Benefits in Kind	1,315	1,116	1,380	1,869	2.1	1.8	1.9	3.4
All Combined	21,036	18,398	24,973	23,454	33.4	29.7	34.9	42.4

	I	IIA	IIB	III	IV	I	IIA	IIB	III	IV
AVERAGE PER FACULTY MEMBER										
Retirement	7,321	5,247	4,402	4,265	3,185	10.1	9.1	8.5	8.9	6.5
Medical Insurance	4,475	3,717	3,512	4,155	3,799	6.2	6.5	6.8	8.7	7.7
Disability	188	158	170	93	89	0.3	0.3	0.3	0.2	0.2
Tuition	442	309	843	119	49	0.6	0.5	1.6	0.2	0.1
Dental Insurance	208	260	118	203	214	0.3	0.5	0.2	0.4	0.4
Social Security	4,384	3,791	3,705	3,013	2,665	6.1	6.6	7.1	6.3	5.4
Unemployment	84	86	131	77	309	0.1	0.1	0.3	0.2	0.6
Group Life	158	154	167	116	125	0.2	0.3	0.3	0.2	0.3
Worker's Comp.	374	262	299	217	278	0.5	0.5	0.6	0.5	0.6
Benefits in Kind	232	84	138	123	74	0.3	0.1	0.3	0.3	0.2
All Combined	17,865	14,067	13,485	12,381	10,788	24.8	24.5	25.9	25.9	22
AVERAGE FOR FACULTY RECEIVING SPECIFIC BENEFITS										
Retirement	7,512	5,456	4,752	4,989	3,303	10.4	9.5	9.1	10.4	6.7
Medical Insurance	4,703	4,143	3,881	4,953	3,997	6.5	7.2	7.5	10.4	8.1
Disability	301	228	225	181	195	0.4	0.4	0.4	0.4	0.4
Tuition	3,209	3,036	6,976	811	545	4.4	5.3	13.4	1.7	1.1
Dental Insurance	441	583	354	447	429	0.6	1	0.7	0.9	0.9
Social Security	4,692	4,024	3,797	3,541	3,118	6.5	7	7.3	7.4	6.4
Unemployment	103	123	219	150	464	0.1	0.2	0.4	0.3	0.9
Group Life	205	193	190	167	153	0.3	0.3	0.4	0.3	0.3
Worker's Comp.	430	334	350	329	359	0.6	0.6	0.7	0.7	0.7
Benefits in Kind	1,431	1,094	1,222	1,055	1,323	2	1.9	2.4	2.2	2.7
All Combined	23,028	19,213	21,967	16,622	13,887	31.9	33.4	42.3	34.8	28.3

Note: For the purpose of the survey, the Social Security tax has been calculated at the rate effective January 1, 2001. The institution or state contribution to the retirement plan(s) is included regardless of the vesting provision. Tuition includes both waivers and remissions. Dental insurance may be underestimated because some institutions report insurance cost under Medical. Medical insurance may be overestimated because dental cost is sometimes included. Benefits in Kind most often include moving expenses, housing, cafeteria plans, or benefits with cash options. For more details on fringe benefits, see Explanation of Statistical Data. Averages for All Combined may not add up due to rounding. Sample includes 1,433 reporting institutions representing 1,700 campuses.

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SURVEY REPORT TABLE 11

Percentage of Faculty on Tenure-Track Appointments and Percentage of Faculty with Tenure Status, by Affiliation, Academic Rank, and Gender, 2001–02

Academic Rank	All Combined	Public	Private-Independent	Church-Related	All Combined	Public	Private-Independent	Church-Related
	TENURE TRACK				TENURE STATUS			
MEN								
Professor	97.9	98.2	** 97.7	96.4	96.3	96.7	96.4	93.6
Associate	95.8	96.4	94.1	95	85.2	86.9	81.3	81.6
Assistant	86.5	87.7	84.2	81.4	14	13.6	14.6	15.6
Instructor	47.6	47.5	55.4	39.6	18.6	18.2	28.4	14.6
Lecturer	37.6	40.5	17	5.9	27.7	29.4	17	5.9
No Rank	76.7	75.9	100	100	59.1	59.5	50.7	40
All Combined	88	88.4	87.2	86.8	66.9	67.8	66.5	62.3
WOMEN								
Professor	97	97	97.4	96.2	95.5	95.8	95.9	93.1
Associate	95.2	95.7	94.2	93.9	84.5	86.3	82.4	79
Assistant	83	84.4	83	75.9	15.3	14.8	17.4	16.2
Instructor	38.7	38.7	36.9	42.6	17.2	17.2	11.7	25
Lecturer	41.2	43	92.9	5.9	33.4	34.9	78.6	4.4
No Rank	76.9	76.5	97	100	56.8	57	42.4	66.7
All Combined	77.1	76.9	77.6	77.4	48.2	48.9	48.3	44.7
MEN AND WOMEN COMBINED								
Professor	97.7	97.9	97.7	96.3	96.1	96.5	96.3	93.5
Associate	95.6	96.2	94.2	94.6	84.9	86.7	81.7	80.6
Assistant	84.9	86.2	83.6	78.8	14.6	14.2	15.9	15.9
Instructor	42.5	42.5	44.6	41.4	17.8	17.7	18.6	20.7
Lecturer	39.5	41.9	32.8	5.9	30.8	32.4	29.9	4.9
No Rank	76.8	76.2	99.1	100	58	58.3	48.1	52.6
All Combined	84	84.2	83.9	83.2	60.2	61	60.2	55.5

Note: Sample includes 1,433 reporting institutions representing 1,700 campuses reporting tenure information. For definitions of categories, see Explanation of Statistical Data.

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SURVEY REPORT TABLE 12

Percentage Distribution of Faculty, by Rank, Gender, Category, and Affiliation, 2001–02

	All Combined		Public		Private-Independent		Church-Related	
Academic Rank	Men	Women	Men	Women	Men	Women	Men	Women
CATEGORY I (Doctoral-Level)								
Professor	33.1	6.7	32.3	6.5	37.5	7.4	29.1	6.6
Associate	17.8	8.9	18.2	9.2	15.1	7.2	21.7	11.6
Assistant	13.3	9.8	13.3	10.1	13.5	8	13.4	11.3
Instructor	1.9	2.6	2	2.9	1.6	1.7	1	1.3
Lecturer	2.3	2.6	2.2	2.5	2.9	3.1	1.5	2.6
No Rank	0.5	0.5	0.4	0.5	1	1	0.1	0
All Combined	68.9	31.1	68.4	31.6	71.5	28.5	66.6	33.4
CATEGORY IIA (Comprehensive)								
Professor	24.1	7.9	24.7	8.2	23.5	7.2	21.4	7.1
Associate	16.6	10.5	15.5	10	19.4	11.6	19.1	12
Assistant	15.5	14.5	15.2	14	15.9	15.4	16.2	16.3
Instructor	2.7	4.1	3	4.5	1.8	2.4	2.2	3.5
Lecturer	1.4	1.9	1.7	2.3	0.8	0.9	0.7	0.9
No Rank	0.5	0.4	0.5	0.4	0.5	0.3	0.3	0.3
All Combined	60.7	39.3	60.6	39.4	61.9	38.1	59.9	40.1
CATEGORY IIB (General Baccalaureate)								
Professor	22.2	7.8	20.6	7.2	24.4	9.4	21.4	6.8
Associate	16.6	11.8	16.9	10.4	15.9	12.9	17.1	11.8
Assistant	16.7	15.9	16.9	14.5	15.6	16	17.6	16.7
Instructor	2.7	3.8	3.7	5.2	1.4	2.2	3.1	4.2
Lecturer	0.8	1	2.1	2.2	0.6	0.9	0.3	0.4
No Rank	0.4	0.2	0.2	0.1	0.5	0.3	0.3	0.3
All Combined	59.5	40.5	60.3	39.7	58.4	41.6	59.9	40.1
CATEGORY III (Two-Year Colleges with Ranks)								
Professor	16.2	11.7	16.2	11.8	20.4	8.4	14.1	6.5
Associate	13.6	12.7	13.5	12.7	17.7	11.5	21.2	9.2
Assistant	12.5	12.5	12.4	12.5	16.4	10.6	20.1	17.9
Instructor	8.1	8.4	8.1	8.4	9.7	4.9	4.9	6
Lecturer	1	1.2	1	1.3		0.4		
No Rank	1.4	0.8	1.4	0.8				
All Combined	52.7	47.3	52.5	47.5	64.2	35.8	60.3	39.7
CATEGORY IV (Institutions without Ranks)								
No Rank	51.4	48.6	50.9	49.1	65.3	34.7	60	40
ALL CATEGORIES COMBINED EXCEPT IV								
Professor	27.5	7.5	27.7	7.6	30.1	7.9	22.7	6.9

Associate	17	10.1	16.8	9.8	16.4	10	18.6	11.8
Assistant	14.5	12.4	14	11.8	14.7	12.2	16.4	15.6
Instructor	2.7	3.6	3	4.1	1.6	2.1	2.4	3.4
Lecturer	1.7	2	1.9	2.3	1.7	1.9	0.7	0.9
No Rank	0.5	0.5	0.5	0.5	0.7	0.6	0.3	0.3
All Combined	63.8	36.2	64	36	65.3	34.7	61.1	38.9

Note: Sample includes 1,433 reporting institutions representing 1,700 campuses. For definitions of categories, see Explanation of Statistical Data .

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SURVEY REPORT TABLE 13

Number and Percentage of Faculty, Average Salary, Average Compensation, Average Fringe Benefits, Benefits As Percentage of Salary, and Percentage of Tenured Faculty, by Category and Academic Rank, 2001–02

Category or Rank	Number of Faculty	Percentage of Faculty	Average Salary ($)	Average Compensation ($)	Average Benefits ($)	Benefits as % of Salary	Percentage Tenured
I	150,942	44.9	72,183	90,069	17,886	24.8	62.9
IIA	101,091	30.1	57,518	71,643	14,125	24.6	57.7
IIB	49,856	14.8	51,981	65,500	13,519	26	56.1
III	20,867	6.2	47,834	61,214	13,380	28	61.7
IV	13,436	4	49,050	59,870	10,820	22.1	60.5
All Combined	336,192	100	62,341	77,899	15,558	25	60.2
INSTITUTIONS WITH ACADEMIC RANKS (Categories I Through III)							
Professor	113,110	35	83,282	103,228	19,946	23.9	96.1
Associate	87,419	27.1	59,496	74,899	15,403	25.9	84.9
Assistant	86,635	26.8	49,505	62,307	12,802	25.9	14.6
Instructor	20,316	6.3	36,620	46,601	9,981	27.3	17.8
Lecturer	12,075	3.7	41,732	52,658	10,926	26.2	30.8
No Rank	3,201	1	44,305	55,889	11,584	26.1	35.9
All Combined	322,756	100	62,895	78,650	15,755	25	60.2

Note: Sample includes 1,433 reporting institutions representing 1,700 campuses. For definitions of categories, see Explanation of Statistical Data.

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SURVEY REPORT TABLE 14A

Number of Campuses Surveyed and Number and Percentage of Surveyed Campuses Included in Tabulations, by Category and Affiliation, 2001–02

Category	Number Surveyed				Number in Tabulations				
	All Combined	Public	Private Independent	Church Related	All Combined	Percent in Tabulations	Public	Private Independent	Church Related
I	291	197	70	24	238	81.8	165	55	18
IIA	644	292	195	157	463	71.9	222	132	109
IIB	852	148	289	415	564	66.2	108	185	271
III	659	560	68	31	265	40.2	253	7	5
IV	782	713	53	16	170	21.7	162	6	2
All Combined	3,228	1,910	675	643	1,700	52.7	910	385	405

Note: Not included in the tabulations are late reports for which data are, nonetheless, shown in Appendices I and II.

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Category	Number Surveyed				Number in Tabulations				
	All Combined	Public	Private Independent	Church Related	All Combined	Percent in Tabulations	Public	Private Independent	Church Related
I	238	157	58	23	202	84.9	139	46	17
IIA	542	264	140	138	402	74.2	207	99	96
IIB	777	131	260	386	513	66	93	170	250
III	492	407	58	27	180	36.6	168	7	5
IV	581	517	48	16	136	23.4	129	5	2
All Combined	2,630	1,476	564	590	1,433	54.5	736	327	370

Note: Not included in the tabulations are late reports for which data are, nonetheless, shown in Appendices I and II.

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